

ROCHESTER COMMUNITY SCHOOLS

501 West University Drive, Rochester, Michigan

BOARD OF EDUCATION REGULAR MEETING

October 8, 2012

MINUTES

CALL TO ORDER

A Regular Meeting, Open to the Public, of the Board of Education for the Rochester Community Schools, Rochester, Michigan was held on Monday, October 8, 2012, in the Rochester Community Schools Administration Center, 501 West University Drive, Rochester, Michigan. President Jennifer Berwick called the meeting to order at 7:00 p.m.

ROLL CALL

Members Present: Jennifer Berwick, Beth Talbert, Chuck Coutteau, Lisa Nowak, Jane Pierobon, Pat Piskulich

Gerald Moore arrived at 7:10 p.m.

Members Absent: None

Others Present: Tresa Zumsteg, Dan Romzek, Beth Davis, Debbi Hartman, Dave Harwell, Doug Hill, Christine Keener and approximately 80 visitors.

ACADEMIC SPOTLIGHT

Brooklands Elementary students presented an example of their anti-bullying initiatives since Olweus anti-bullying prevention has been adopted at Brooklands.

COMMUNICATIONS

A. Secretary of the Board of Education

Mr. Coutteau shared the following communications that the Board of Education received since the prior meeting: Liz Tigue regarding the custodial concerns; Lorraine McGoldrick regarding the Superintendent's Legislative Update; Mike Reno regarding Board members attendance at meetings; and Nancy Kirsh regarding transportation concerns.

B. Citizens Requesting Placement on the Agenda – None

C. Student Representatives to the Board of Education

Monica Williamson, student representative from Rochester High School, shared information about homecoming, athletic teams, and upcoming student council events.

Katie Wareck, student representative from Adams High School, shared information about homecoming, spirit week, school clubs, canned food drive, blood drive, and the freshman tailgate.

Will Sheehy, student representative from Stoney Creek High School, shared information about homecoming week, athletic teams, book drive, blood drive, and the tutoring program.

D. Members of the Board of Education

Mr. Piskulich shared the following comments that he and Mrs. Talbert received at the Board Chat this evening: Joshua Raymond regarding Focus Schools; and Susan Gerrits regarding website recommendations and the superintendent search firm.

SPOTLIGHT ON SUCCESS – Authors in April

The Authors in April program is celebrating 30 years in the Rochester Community School district. Lisa Wattai, Authors in April committee member, and students shared the impact that the Authors in April program has had on them. A video celebrating the 30 years of Authors in April program was shown.

CONSENT AGENDA

A motion was made to approve the following consent agenda item:

A. To approve the Current Bills Payable for August 25, 2012 thru September 21, 2012 in the amount of \$6,210,696.96.

Moved by: Mrs. Talbert
Supported by: Ms. Nowak
Vote: 7-0

NEW BUSINESS

A. Board of Education Regular Meeting Minutes of September 10, 2012 (Action Item)

Mr. Moore was absent with notice from the Board of Education Regular Meeting of September 10, 2012.

A motion was made to approve the Board of Education Regular Meeting Minutes of September 10, 2012.

Moved by: Mr. Coutteau
Supported by: Mrs. Pierobon
Ayes: Mr. Piskulich, Mrs. Pierobon, Ms. Nowak, Mr. Coutteau, Mrs. Talbert, Mrs. Berwick
Nays: None
Abstentions: Mr. Moore
Vote: 6-0-1

B. Board of Education Special Meeting Minutes of September 17, 2012 (Action Item)

Mr. Moore was absent with notice from the Board of Education Special Meeting of September 17, 2012.

A motion was made to approve the Board of Education Special Meeting Minutes of September 17, 2012.

Moved by: Ms. Nowak
Supported by: Mrs. Talbert
Ayes: Mr. Piskulich, Mrs. Pierobon, Ms. Nowak, Mr. Coutteau, Mrs. Talbert, Mrs. Berwick
Nays: None
Abstentions: Mr. Moore
Vote: 6-0-1

C. Board of Education Closed Meeting Minutes of September 17, 2012 (Action Item)

Mr. Moore was absent with notice from the Board of Education Closed Meeting of September 17, 2012.

A motion was made to approve the Board of Education Closed Meeting Minutes of September 17, 2012.

Moved by: Mr. Coutteau
Supported by: Mr. Piskulich
Ayes: Mr. Piskulich, Mrs. Pierobon, Ms. Nowak, Mr. Coutteau, Mrs. Talbert, Mrs. Berwick
Nays: None
Abstentions: Mr. Moore
Vote: 6-0-1

D. Board of Education Regular Meeting / Study Session Minutes of September 24, 2012 (Action Item)

Mr. Coutteau and Mr. Moore were absent with notice from the Board of Education Regular Meeting / Study Session on September 24, 2012.

A motion was made to approve the Board of Education Regular Meeting / Study Session Minutes of September 24, 2012.

Moved by: Mr. Piskulich
Supported by: Mrs. Pierobon
Ayes: Mr. Piskulich, Mrs. Pierobon, Ms. Nowak, Mrs. Talbert, Mrs. Berwick
Nays: None
Abstentions: Mr. Moore, Mr. Coutteau
Vote: 5-0-2

E. Supervisors, Managers and Coordinators Personnel Manual (Action Item) Ms. Davis

A motion was made to approve the Tentative Agreement between the Supervisors, Managers and Coordinators Personnel Manual and the Rochester Community Schools Board of Education from July 1, 2012 through June 30, 2014 as presented.

Moved by: Mr. Coutteau
Supported by: Mrs. Talbert

Ms. Davis highlighted the Tentative Agreement reached on September 28, 2012 with the bargaining teams for the Rochester Community Schools (“the employer”) and the Supervisors, Managers and Coordinators (SMC) bargaining group.

The members of the respective bargaining teams are as follows:

For the Employer:

Elizabeth Davis, Executive Director of Human Resources
Daniel Romzek, Assistant Superintendent for Business Affairs

For the SMC Bargaining Group:

Mary Beth Garcia, President of the Bargaining Group
Sheila Dill, Coordinator
Bert Quinn, Supervisor/Principal of RACE

The former agreement covers the period July 1, 2008 through June 30, 2011, but was extended by one year from July 1, 2011 through June 30, 2012.

An article by article summary of the notable changes from the previous agreement/personnel

manual are detailed below. This is not a verbatim list of all changes to the manual; however the major changes are captured.

Contract Duration: 2 years covering July 1, 2012 through June 30, 2014.

Sections 7 and 8 – Hospitalization Coverage

Effective July 1, 2012, all administrators in this group who have district provided health insurance benefits are required to pay 20% of the cost of those benefits as required under PA 152. Effective January 1, 2013, all SMC administrators who wish to continue district provided benefits will move to the current “Choices Alternative #2 plan,” which is a Blue Cross Blue Shield PPO plan with a \$250 single/\$500 family deductible plan with 80% co-insurance and a \$1,000 single/\$2,000 family co-insurance maximum. Also effective 1/1/13, the Healthcare Reimbursement Account will increase from the current \$350 single/\$550 two person/\$750 family amount to \$500 single/\$750 two person/\$1,000 family. These administrators will continue to pay 20% of the cost of these benefits.

There is a proposed constitutional amendment (Proposal 2) initiative that will be voted upon in November that could effectively repeal PA 152 and therefore the district’s ability to collect the 20% contribution toward the cost of health insurance. However, the agreement states that regardless of what happens with PA 152, these administrators will continue to pay the 20% contribution toward the cost of health insurance under the Agreement.

Vision Coverage Beginning as soon as practicable, the district will provide SMC administrators with vision coverage under a self-funded Blue Cross Blue Shield vision plan. The plan sets forth co-pays and benefit limits for vision coverage.

Section 17 – Longevity Payments

Currently, longevity payments for administrators in this group are based upon years of service with Rochester Community Schools. Additionally, prior experience in applicable positions outside of service to Rochester Community Schools counts on a one-for-one basis with experience as a Rochester Community Schools employee. For example, if someone has five (5) years of service with Rochester Community Schools and five (5) years of prior experience in a similar position with another district or organization, they would be considered to have ten (10) years of service for longevity purposes.

For all SMC administrators hired after October 1, 2012, longevity payments will be based only upon service to Rochester Community Schools.

Section 20 – Retirement Payment

Language was added to this section to clarify past practice with regard to this payment. To be eligible the administrator must be eligible for retirement under the Michigan Public School Employees Retirement System (MPERS), have ten (10) years of continuous service to Rochester Community Schools and provide proof of approved retirement with MPERS.

Salary Schedule

For 2012/2013, Administrators will move up a full step on the Salary Schedule, upon approval of the Personnel Manual by the Board of Education.

Administrators who are employed by the district on October 26, 2012, will receive a one-time, off-schedule payment of \$1,250.00.

Compensation and Position Study

A study will be conducted during the 2012/2013 fiscal year to review positions and compensation including, but not limited to salary, stipends, and certifications for employees in this group. The study will be completed by June 1, 2013 for effective date of July 1, 2013. The Board will earmark \$50,000 to be used for compensation adjustments resulting from this study for the 2013/2014 fiscal year.

Upon completion of the study and resulting restructuring, the following will occur:

1. There will be no reduction in an individual employee's 2012/2013 base salary.
2. There will be no automatic step increases given in 2013/2014.
3. Longevity and degree stipends will continue as set forth in the Personnel Manual.
4. The other certifications and stipends set forth in the manual will be reviewed and will not be held harmless for 2013/2014.

If the study is not completed by June 1, 2013, the parties will mutually agree on the allocation of earmarked funds.

Fiscal Impact

The additional costs of the agreement of \$58,337 for 2012/13 and \$53,908 for 2013/14, are partially offset by the cost savings from the new higher deductible and higher co-pay health plan that goes into effect on January 1, 2013.

Implementing the 80%/20% health plan cost sharing effective July 1, 2012 generates a savings of \$99,840 for each year of the agreement. This savings for 2012/13 was built into the 2012/13 budget. As a result, the net overall cost savings for this agreement is \$54,559 for 2012/13 and \$72,043 for 2013/14.

Board members comments and discussion included 80/20 cost sharing, and the compensation study.

Vote: 7-0

F. School Exec Connect (Informational Item)

Mrs. Talbert led the Board in a discussion of the progress of the Superintendent Search Committee. Dave Peterson from School Exec Connect was present to address questions. The Superintendent's Search Committee includes Mr. Piskulich, Ms. Nowak, Mrs. Talbert and Dr. Zumsteg. Mrs. Talbert outlined various changes to the search process which included: site visits taking place prior to the final interview, adding an additional day to process the feedback before making the final selection, doubling the number of reference checks for each finalist, having a community meet and greet before the final interviews, a change to the writing sample, and incorporating student involvement into the process. The search timeline will focus on trying to have a selection made by February, 2013. The Superintendent Search Calendar and Superintendent Search Criteria will be action items at October 22, 2012 Board of Education Meeting.

REPORTS

A. Human Resources Recommendations (Action Item) Ms. Davis

Ms. Davis, Executive Director of Human Resources, presented the following recommendations:

NEW TEACHER HIRES

Janice Bryant, 5th Grade Teacher, North Hill Elementary
Michelle Kopp, Math Teacher, Rochester High School

A motion was made to approve the Human Resources recommendations as presented.

Moved by: Ms. Nowak

Supported by: Mrs. Pierobon

Vote: 7-0

B. Superintendent's Update (Informational Item) Dr. Zumsteg shared a map of Future Work Skills for 2020 that will be part of the discussion that takes place at the next Board Study Session on October 26, 2012. Students will be asked to participate in the discussion and visioning based on work done by a district committee which met in 2008.

ADDITIONAL BUSINESS

A. Citizens Present at the Meeting – None

B. Members of the Administration – Mr. Romzek, Assistant Superintendent for Business Affairs, provided a follow-up to the bus incident that took place two weeks ago. Durham School Services has provided a summary of their investigation. The employee in question violated company policy and, had she not resigned, would have been terminated. It was not required that an employee submits to a new background check annually however, he or she is required to report any incident that would disqualify him or her. Durham has agreed to run a background check on any employee who transfers from one district to another. They will also select a pool of 25% of their employees to conduct a random background check each year. They will reaffirm the requirement for employees to check in and out when a driver is on a layover during the school day. They will enhance the use of their current technology to verify approved layover locations.

C. Members of the Board of Education – Mr. Piskulich attended PTA meetings at Brooklands Elementary and Van Hoosen Middle School and were very well attended. Mr. Coutteau shared an invitation to the Legislative Priorities Meeting at Oakland Schools, on October 10, 2012, encouraging all Board members and Superintendents to participate.

ANNOUNCEMENTS

Upcoming RCS Events

October 10, 2012	Evening Conferences (Grades 9-12)
October 11, 2012	Evening Conferences (Grades 6-8)
October 17, 2012	Evening Conferences (Grades 6-8)
October 18, 2012	Evening Conferences (Grades 9-12)
October 22, 2012	Board of Education Regular Meeting / Study Session, Admin. Center, 7 p.m.

ADJOURNMENT

A motion was made to adjourn the meeting at 8:08 p.m.

Moved by: Mrs. Pierobon
Supported by: Mr. Piskulich
Vote: 7-0

Respectfully submitted:

Christine Keener
Recording Secretary

Approved by:


Charles A. Gauthier
Secretary, Board of Education