

ROCHESTER COMMUNITY SCHOOLS

501 West University Drive, Rochester, Michigan

BOARD OF EDUCATION REGULAR MEETING

September 9, 2013

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, September 9, 2013, at the Rochester Community Schools Administration Center, 501 West University Drive, Rochester, Michigan. President Beth Talbert called the meeting to order at 7:00 p.m. Board members led in the Pledge of Allegiance.

Dr. Shaner, Superintendent, requested a moment of silence in memory of Leslie Rosenblatt, former Rochester High School Spanish teacher, who passed away on August 27, 2013.

ROLL CALL

Members Present: Beth Talbert, Lisa Nowak, Pat Piskulich, Jennifer Berwick, Jane Pierobon, Michael Zabat, and Chuck Coutteau (arriving at 7:05 p.m.)

Members Absent: None

Others Present: Robert Shaner, Debi Fragomeni, Dan Romzek, Beth Davis, Debbi Hartman, Michael Behrmann, Anne Evans, Jeff Mozdierz, John Stoner, Doug Hill and approximately 90 visitors.

COMMUNICATIONS

A. Secretary of the Board of Education

Mr. Piskulich shared the following communications that the Board of Education received since the prior meeting: George Willard regarding school accountability; Bruce Ballentine regarding the Board meeting agenda topics; Ram and Karen Orzach regarding exam for credit and recognition of Mr. Michael Behrmann; Leanne Thode regarding the September 23 Board Work Session location; Karen Varga regarding transportation concerns; Pat McKay regarding an invitation to the History and Leadership Seminar on September 11th at the Rochester Hills Museum at Van Hoosen Farm; Rafael Barretto regarding the bus situation at North Hill Elementary; and Melody Zhang regarding The Talon, RHS student newspaper, and having the Board news as a regular topic.

B. Citizens Requesting Placement on the Agenda

Doug Hill, president of the Rochester Education Association (REA), honored the tenure staff members and the new teachers being recognized at the Board meeting and the heroic job that teachers do every day.

Diane Glinski, parent, addressed the Board with appreciation for the action steps that the Board and the Administration have taken to address some concerns expressed by parents at McGregor.

C. Members of the Board of Education – None

SPOTLIGHT ON SUCCESS

A. 2013 Recipient of the Gwisdalla Award, Anne Evans, Executive Director of Special Education

Mrs. Hartman, Director of Communications, honored Anne Evans, Executive Special Education Director, who was selected as the 2013 recipient of the Gwisdalla Award. This award is given annually by the Special Education Administrators of Oakland County in honor of Greg Gwisdalla, who once served as the Oakland School Director of Special Education. The recipient embodies the spirit of servant leadership that was the hallmark of Greg's leadership.

B. Tenure and New Teachers Recognition

Ms. Davis, Chief Human Resource Director, introduced and congratulated the teachers that achieved tenure. Twenty-six (26) Rochester Community Schools teachers received this great achievement. Teachers that were present at the meeting received their certificate and were congratulated by the Board of Education and Executive Staff members.

Teachers Recommended for Tenure

Jeffrey Hall	Adams	Brenda Vaitkevicius	McGregor
Ashley Howald	Adams	Natalie James	Reuther
Ashley Pelz	Adams	Caylan Cook	Rochester
David Tulppo	Adams	Amy Oppat	Rochester
Kiera Casazza	Brewster	Alix Crockett	Stoney Creek
Erika Diener	Brewster	Richard Koch Jr.	Stoney Creek
Jennifer Michalak	Brewster	Megan Thomas	Stoney Creek
Laura Cline	Delta Kelly	Lisa Kelley	University Hills
Amanda Chutorash	Hamlin	Lisa Learman	University Hills
Kristin Cumming	Hamlin	Matthew Cottone	Van Hoosen
Amanda Stapleton	Hamlin	Amanda Dittforth	Van Hoosen
Anne Miller	Hart	David Beaulac	West
Krista Hadel	Long Meadow	Chelsie Boles	West

Ms. Davis recognized and welcomed the forty-eight (48) new teachers to the district. Teachers that were present at the meeting were congratulated by the Board of Education and Executive Staff members.

New Teachers 2013-2014

HIGH SCHOOLS

ACE

Jane Carpenter – Math/Science

ADAMS

Dan Carruthers – Business

Jo Anna Pillsbury – Theater

Colleen Krumholz – German/English

Darcy Ozar – Science

Danielle Pedro – ASL

ROCHESTER HIGH

Susan Bentley – Art

Kendra Caralis – Social Studies

ROCHESTER HIGH continued

Colleen Krumholz – German/English

Amy Liss – Math/Science

Danielle Pedro – ASL

Kevin Briski – Social Science

Jennifer Starking – FCS

STONEY CREEK

Kelsey Knapp – Math

Craig Rizzi – Physical Science/Math

Lauren Staniszewski – Instrumental Music

Lauren Martinelli – Math

MIDDLE SCHOOLS

HART

Susie Myers – Science
Lauren Martinelli – Math

REUTHER

Rachel Mainero – LA/English
Stephanie Redman – FCS

VAN HOOSEN

Kara Foutz – Social Studies
Lisa Mele – Information Literacy Specialist

ELEMENTARY SCHOOLS

BALDWIN

Sarah Davis – Kindergarten
Samantha Diehl – Resource Room
Sarah Weller – Kindergarten

HUGGER

Sara Wojciehowski – Kindergarten

BROOKLANDS

Meagan Niles – 1st Grade
Pam Ruehle – 4th Grade

LONG MEADOW

Leslie Buchan – I.E.
Melissa Corsi – 4th Grade
Kierlyn Console – 5th Grade

DELTA KELLY

Peggy Sherry

MEADOWBROOK

Sara Crowley – 4th Grade
Kelly Kubik – Kindergarten
Lauren Little – Kindergarten
Karen Brumm – Social Worker

HAMLIN

Kathleen Bateman – Information Literacy Specialist
Katie Buller – Kindergarten
Samantha Diehl – Resource Room
Megan Gapczynski – ASD
Katie Kilgore – 5th Grade
Claire Smyth – 2nd Grade
Lindsay Yax – Resource Room

MUSSON

Karen Brumm – Social Worker
Jacqueline Luci – Information Literacy Specialist

HAMPTON

Magdalena Wolski - ESL

NORTH HILL

Jennifer Jarchow – Resource Room

ADMIN

Kathleen Duggan – Early Childhood Special Ed.
Gretchen Hebekeuser – Speech Language
Sarah Rowe – Psychologist
Anna Yannello – OT

CONSENT AGENDA

A motion was made to approve the following Consent Agenda items as presented:

- A. To approve the Current Bills Payable for July 27, 2013 through August 23, 2013 in the amount of \$8,910,989.39.**

- B. To approve the Board of Education Regular Meeting Minutes of August 12, 2013.**
- C. To approve the Board of Education Retreat Minutes of August 16, 2013.**
- D. To approve the Board of Education Work Session Minutes of August 26, 2013.**
- E. To approve the revised Board of Education Meeting Schedule for 2013-2014.**
- F. To approve the Head Start Director's Report for June, 2013.**
- G. To approve Mrs. Talbert, Mr. Piskulich, and Ms. Nowak attending the Michigan Association of School Boards CBA classes in the amount of \$1,195.00.
Source of funding: General Fund**
- H. To approve Mrs. Talbert, Mrs. Berwick, and Mr. Coutteau attending the Oakland County School Boards Association meeting on September 18, 2013 in the amount of \$90.00.
Source of funding: General Fund**
- I. To approve the purchase of new Advanced Placement Calculus textbooks and related materials from Houghton Mifflin Harcourt in the amount of \$64,187.55.
Source of funding: General Fund Curriculum Budget**
- K. To approve the low bid received from Olmack Builders, Inc. for the construction of softball dugouts at Adams High School and award a construction contract in the amount not to exceed \$44,275.00.
Source of funding: Donations, AHS Booster Funds, AHS Softball Funds, Capital Improvement Funds – Rental Income**

Ms. Nowak, Board of Education Vice President, requested item J, To approve the purchase of telephone and voicemail equipment and related support and maintenance agreement from CTS Companies in the amount of \$119,404.56. Source of funding: General Fund Technology Equipment Budget, to be removed from the Consent Agenda. This item would become the first agenda item under New Business portion on the agenda.

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

UNFINISHED BUSINESS

A. Superintendent Evaluation Process (Action Item) Mrs. Talbert

A motion was made to approve the Superintendent's Evaluation Process as presented.

Moved by: Mr. Piskulich
Supported by: Mrs. Berwick

Mrs. Talbert clarified that by keeping the Superintendent's effectiveness rating in December that any new Board member/s would have a full year of working with the Superintendent before evaluating him.

Vote: 7-0

B. Superintendent Goals (Action Item) Mrs. Talbert

A motion was made to approve the Superintendent Goals as presented.

Moved by: Mr. Zabat

Supported by: Ms. Nowak

**Superintendent's Short Term Goals
August 2013 – December 2013**

Goal 1: Establish baseline standards and measurements for student achievement. Report and discuss at a Board of Education Work Session.

Goal 2: Follow through on Central Office Reorganization - building organizational capacity, efficiency and accountability.

Goal 3: Audit Curriculum Department processes, benchmark districts of similar size and begin redesign and implementation of Curriculum Department.

Goal 4: Provide effective stewardship of the district's finances ensuring long term fiscal viability.

Goal 5: Launch Strategic Planning Process, monitor progress and keep Board fully informed.

Goal 6: Professional Development - MASA and continued participation in Gerstacker Fellowship Program.

Mrs. Talbert shared that at this time the most important goals are the Superintendent's Short Term Goals because the Board will evaluate Dr. Shaner on them in December 2013. The Superintendent's Long Term Goals will be formally approved in January 2014.

Vote: 7-0

C. Board Goals (Action Item) Mrs. Talbert

A motion was made to approve the Board Goals as presented.

Moved by: Mr. Coutteau

Supported by: Mr. Zabat

**Board Goals
Year ending June 30, 2014**

Goal 1: Superintendent & Superintendent Evaluation

The Board recognizes its responsibility to evaluate the Superintendent. To that end, the Board will finalize and adopt a Superintendent Evaluation Process, including the Evaluation Instrument, the Student Achievement Measures contained therein and the Evaluation Process Calendar. The Board commits to follow the process as adopted.

Goal 2: Policy

The Board recognizes that one of its primary accountabilities is to approve District Policy. The Board commits to establishing a policy review process that ensures that Board Bylaws and District Policies are systematically reviewed and updated.

Goal 3: Financial

The Board recognizes its responsibility to approve the annual budget, and its role as stewards of the District's assets. The Board will continue to seek all possible avenues to contain/reduce costs in order to best represent the financial interests of our taxpayers while still providing quality educational experiences for our students.

Goal 4: Strategic Planning

The Board believes that a reflective and reasoned strategic planning process would enable the District to better focus its resources, and will help ensure that all stakeholders are working toward the same goals. The Board commits to participating along with community members, parents, and staff, and once adopted, to use the strategic plan to guide decision-making.

Goal 5: Partnerships and Advocacy

The Board believes that the District is an integral part of the Greater Rochester Area, and desires to broaden and deepen the relationships between the Board and its stakeholders. To this end, the Board commits to attend school based, RCS Foundation and community events. The Board further recognizes its responsibility to advocate for the interests of our students, and desires to increase its activity in this area.

Goal 6: Board Communication

The Board values the free and respectful exchange of ideas amongst its members. To that end, the Board commits to following the established communication protocols outlined in the Board by-laws and the Code of Cooperation statements. The Board Steering Committee will review various communication mechanisms and make a recommendation for change if needed.

Goal 7: Board Training

The Board is committed to the professional development of its members, and believes that collectively the Board should encompass a broad range of skills and competencies. To that end, the Board will develop and recommend a plan for Board member training and information sharing that ensures that the Board as a body has the broadest expertise possible to inform its decision-making. Further, the Board will achieve the MASB Honor Board Award (as a body), and will number among its members an MASB Advocacy Skills Specialist and an MASB Data Specialist.

Mrs. Talbert stated that these goals will be discussed at the Steering Committee in order to assign these goals to the responsible committee(s) and plan how to achieve these goals.

Vote: 7-0

REPORTS

A. Superintendent's Steering Committee Report (Informational Item) Dr. Shaner

Dr. Shaner, Superintendent, shared information from the Superintendent's Steering Committee meeting that took place on August 14, 2013. Discussion included an update on Cenergistic Energy Savings Program, the Board annual calendar, topics for Work Sessions, Board Goals, Board Evaluation, the Superintendent's Evaluation Process, Superintendent Performance Measures, and Bylaw and Policy changes.

B. Superintendent's Report (Informational Item) Dr. Shaner

Dr. Shaner commented on the great start of the school year which he attributed to the dedicated work of our teachers and staff and the partnership with our parents and community.

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

Ms. Davis, Chief Human Resource Officer, presented the following recommendations:

RESIGNATIONS

Andrea Jarvis, Information Literacy Specialist, Long Meadow Elementary
Janice Bryant, Science Teacher, Hart Middle School

NEW TEACHER HIRES

Kathleen Bateman, Information Literacy Specialist, Hamlin Elementary
Susan Bentley, Art Teacher, Rochester High School
Karen Brumm, Social Worker, Meadowbrook Elementary and Musson Elementary
Leslie Buchan, Emotionally Impaired Classroom Teacher, Long Meadow Elementary
Katie Buller, Kindergarten Teacher, Hamlin Elementary
Kendra Caralis, Social Studies Teacher, Rochester High School
Kierlyn Console, Fifth Grade Teacher, Long Meadow Elementary
Melissa Corsi, Fourth Grade Teacher, Long Meadow Elementary
Sara Crowley, Fourth Grade Teacher, Meadowbrook Elementary
Sarah Davis, Kindergarten Teacher, Baldwin Elementary
Samantha Diehl, Resource Room Teacher, Baldwin Elementary and Hamlin Elementary
Kara Foutz, Social Studies Teacher, Van Hoosen Middle School
Megan Gapczynski, ASD Teacher, Hamlin Elementary
Gretchen Hebekeuser, Speech Teacher, Administration Center
Jennifer Jarchow, Resource Room, North Hill Elementary
Katie Kilgore, Fifth Grade Teacher, Hamlin Elementary
Kelly Kubik, Kindergarten Teacher, Meadowbrook Elementary
Amy Liss, Math/Science Teacher, Rochester High School
Lauren Little, Kindergarten Teacher, Meadow Brook Elementary
Rachel Mainero, Language Arts/English Teacher, Reuther Middle School
Lauren Martinelli, Math Teacher, Stoney Creek High School and Hart Middle School
Lisa Mele, Information Literacy Specialist, Van Hoosen Middle School
Meagan Niles, First Grade Teacher, Brooklands Elementary
Susan Myer, Science Teacher, Hart Middle School
Darcy Ozar, Science Teacher, Adams High School
Danielle Pedro, American Sign Language Teacher, Adams High School and Rochester High School
Jo Anna Pillsbury, Theater Teacher, Adams High School
Sarah Rowe, Psychologist, Administration Building
Pam Ruehle, Fourth Grade Teacher, Brooklands Elementary

NEW TEACHER HIRES continued

Margaret Sherry, Second Grade Teacher, Delta Kelly Elementary
Claire Smyth, Second Grade Teacher, Hamlin Elementary
Jennifer Starking, Family Consumer Science Teacher, Rochester High School
Sarah Weller, Kindergarten Teacher, Baldwin Elementary
Sara Wojciehowski, Kindergarten Teacher, Hugger Elementary
Magdalena Wolski, English Language Learner Teacher, Hampton Elementary
Anna Yanello, Occupational Therapist, Administration Building

ADMINISTRATIVE RECOMMENDATIONS

Vladislav Lebedintsev, Supervisor, Career Technical Education/Career Focused Education
Lisa Fosnaugh, Interim Assistant Principal, Van Hoosen Middle School

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

Moved by: Mrs. Berwick
Supported by: Mr. Coutteau
Vote: 7-0

NEW BUSINESS

- A. To approve the purchase of telephone and voicemail equipment and related support and maintenance agreement from CTS Companies in the amount of \$119,404.56.
Source of funding: General Fund Technology Equipment Budget**

A motion was made to approve the purchase of telephone and voicemail equipment and related support and maintenance agreement from CTS Companies in the amount of \$119,404.56. Source of funding: General Fund Technology Equipment Budget as presented.

Moved by: Mr. Piskulich
Supported by: Mr. Coutteau

Mr. Romzek, Assistant Superintendent for Business Affairs, answered Board members questions regarding this purchase. This recommended purchase would include a new master phone switch at the Administration Center, a new voicemail system for the entire district, installation of the equipment, and three years of support and maintenance. The existing phone system is currently at end of life with the equipment manufacturer. Parts for the existing phone system are no longer being manufactured. A new phone system for the whole district is estimated at \$500,000 up to \$1 million. The current phone system was installed in 1999 and is 14 years old.

The Board would like to have an updated discussion on the districts facilities and technology infrastructure plan at a future Board Work Session.

Doug Hill, president of the Rochester Education Association (REA), addressed Mr. Romzek by inquiring if the phone system would fall a under sinking fund. Mr. Romzek stated that the wiring and infrastructure component could fall under sinking fund but current Treasury guidelines consider the equipment to not be allowable with sinking funds.

Vote: 7-0

B. The Board of Education Retreat Minutes of August 15, 2013 (Action Item) Mrs. Talbert

Mr. Piskulich was absent, with notice, from the Board of Education Retreat on August 15, 2013.

A motion was made to approve the Board of Education Retreat Minutes of August 15, 2013.

Moved by: Mrs. Pierobon
Supported by: Ms. Nowak
Abstentions: Mr. Piskulich
Vote: 6-0-1

ADDITIONAL BUSINESS

A. Citizens Present at the Meeting – None

B. Members of the Administration

Ms. Davis shared with the Board an update on REA negotiations. Throughout the summer we have continued to negotiate with the Rochester Education Association and from May 23 thru September 9, 2013, thirteen (13) meetings have taken place. Additional bargaining meetings have been scheduled for September 12, September 23, and October 1, 2013.

C. Members of the Board of Education

Mrs. Pierobon shared that she and Mr. Zabat spoke with new hire Melissa Corsi a Fourth Grade Teacher at Long Meadow Elementary at the Board Chat this evening. Ms. Corsi spoke highly of the new teacher orientation.

ANNOUNCEMENTS

Upcoming RCS Events

September 11, 2013	High School Curriculum Night
September 17 & 19, 2013	Elementary Curriculum Nights
September 18, 2013	Middle School Curriculum Night
September 23, 2013	Board of Education Work Session, 7:00 p.m., Hart Middle School Media Ctr.
October 14, 2013	Board of Education Regular Meeting, 7:00 p.m., Administration Ctr.

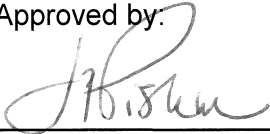
ADJOURNMENT

A motion was made to adjourn the meeting at 7:53 p.m.

Moved by: Ms. Nowak
Supported by: Mr. Piskulich
Vote: 7-0

Respectfully submitted:

Christine Keener
Recording Secretary

Approved by:

Secretary, Board of Education