



ROCHESTER COMMUNITY SCHOOLS
501 West University Drive, Rochester, Michigan
BOARD OF EDUCATION REGULAR MEETING
December 11, 2017

MINUTES

Call to Order

A Regular Meeting, open to the public, of the Board of Education for Rochester Community Schools, Rochester, Michigan was held on Monday, December 11, 2017 in the Harrison Room. President Sandy Fiaschetti called the meeting to order at 7:00 p.m. Board members led in the Pledge of Allegiance.

Roll Call

Members Present: Sandy Fiaschetti, Kristin Bull, Kevin Beers, Mike Zabat, Pat Piskulich, Michelle Bueltef and Barb Anness

Members Absent: None

Others Present: Robert Shaner, Debi Fragomeni, Elizabeth Davis, Dana Taylor, Lori Grein, Carrie Lawler, Michael Behrmann, Anne Evans, Pete Muscio, Pat Calvin, Matt McDaniel, Michael Cardimen, Pasquale Cusumano, Jennifer Fickel, Doug Hill and approximately 13 visitors

Spotlight on Success

A. Annual BOE/Cabinet Holiday Challenge

President Sandy Fiaschetti and Superintendent Shaner thanked everyone who contributed to the annual BOE/Cabinet Holiday Challenge to benefit Cass Community Social Services.

B. Adams High School Band

Lori Grein introduced James Ferden, Director of the Adams High School Band. Band members presented a brief holiday concert. Director Ferden and band members thanked the Board for their support in obtaining new marching band uniforms and expressed their Highlander pride in excellence when wearing the new uniforms. Lisa Wattai thanked Board of Education members and the Rochester Community School District for their support on behalf of the Adams Parents for Instrumental Music.

C. Adams High School State Swimming Champion Lisa Lohner

Lori Grein and Principal Cusumano acknowledged Lisa Lohner of the Adams High Swim Team. Lisa is State Champion in the 500 Freestyle event.

Communications

A. Secretary of the Board of Education - None

B. Citizens Requesting Placement on the Agenda - None

C. Student Representatives to the Board

Student representatives from Adams High School, Rochester High School, Stoney Creek High School, and ACE shared information about activities that took place in the school since the start of the school year.

D. PTA Council Update

PTA Council President Barb Rill updated the Board on recent and upcoming PTA district events.

E. Members of the Board of Education - None

Consent Agenda

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

- A. Current Bills Payable for November 1, 2017 through November 30, 2017 in the amount of \$12,114,927.44
- B. Board of Education Closed Meeting Minutes, November 20, 2017
- C. Board of Education Closed Meeting Minutes, November 27, 2017
- D. Board of Education Work Session Minutes, November 27, 2017
- E. Approval of Sandy Morgan as representative to the Oakland County Special Education Parent Advisory Committee (PAC) for a 3 year term, 2017-18 to 2019-20

Moved by: Kevin Beers

Supported by: Michelle Bueltel

Vote: 7-0

Reports

Superintendent's Committee Reports (Informational Item) Dr. Shaner

Dr. Shaner reported on the Superintendent Steering Committee meeting held on December 5, 2017. Topics of discussion included 7th grade World Language and Electives, Pre-K, Governance and the January 27th BOE retreat.

Assistant Superintendent of Instruction Debi Fragomeni introduced our new PAC committee member Dr. Sandy Morgan.

New Business

A. Audit Presentation

A motion was made to approve the Audit as presented.

Assistant Superintendent for Business Affairs Dana Taylor introduced Kim Lindsay, Principal of the Lewis & Knopf Audit Team. Mr. Lindsay reported that the District received an unmodified audit opinion, the highest level of assurance possible for the District's financial statements. The audit looked at Fall State Aid Membership, Foundation Allowance, General Fund Revenue, General Fund Expenditures, Fund Balance, Capital Projects Fund Revenues and Expenditures, Capital Project Fund Balance and Food Service Revenues and Expenditures. Mr. Lindsay reviewed economic considerations including Retirement Rate, the decline in MPERS membership and unfunded MPERS liability.

Board discussion included if we can use the extra food service revenue to offset lunch prices and if we would have a large food service fund balance next year.

Mr. Lindsay and Dana responded to the Board.

Moved by: Barb Anness
Supported by: Michelle Bueltel

Vote: 7-0

B. December Budget Amendment

Motion to approve the December Budget Amendment, as presented.

Dana Taylor reviewed the proposed changes to the General Fund and Food Service Fund budgets. The proposed General Fund budget amendment includes an increase in budgeted revenues of \$2,071,043 as well as a decrease in budgeted expenditures of \$278,682. The net increase in revenue is primarily due to state aid and other grand adjustments. The decrease in budgeted expenditures is primarily due to payroll and benefit related adjustments. The net effect of these changes is an increase to budgeted fund balance of \$2,349,725.

The proposed Food Service Fund budget amendment includes an increase in budgeted expenditures of \$701,200. The net increase in budgeted expenditures is primarily due to planned capital expenditures. The effect of this change is a decrease in budgeted fund balance of \$701,200.

Based on this information we recommend that the Rochester Board of Education approve the General Fund and Food Service Fund Budget Amendments for the 2017-2018 fiscal year.

Moved by: Barb Anness
Supported by: Pat Piskulich

Vote: 7-0

C. Recommendation for Adoption of Board Resolution for Health Insurance Cost Sharing for the 2018 Coverage Year

Motion to approve the Adoption of Board Resolution for Health Insurance Cost Sharing for the 2018 Coverage Year, as presented.

Dana Taylor reviewed the recommendation based upon Michigan Public Act 152 of 2011 which created a new law (the Publicly Funded Health Insurance Act) that limits the amount that public employers can pay toward employee medical benefit plans after December 2011. Since that time, the District has adopted the "80/20 Employer/Employee Health Care Cost Option" each year in compliance with the law. Under this option, the District pays 80%, and employees are required to pay 20%, of their health care costs.

The 80/20 option has proven to be less costly to the District than if the cap option has been chosen. For example, in 2012 the District paid approximately \$12 million under the 80/20 option vs. \$12.8 million under the cap. In 2017 the gap was smaller but still beneficial (approximately \$12.1 million vs. \$12.4 under the cap option). Based on this information we recommend that the Board approve the Adoption of Board Resolution for Health Insurance Cost Sharing for the 2018 Coverage Year, as presented.

Moved by: Mike Zabat
Supported by: Michelle Bueltel

Vote: 7-0

D. Bond Construction Contracts

Motion to approve the Bond Construction Contracts, as presented.

Dana Taylor reviewed the recommendation for award of contracts and approval of current project costs.

A.C.E., R.A.C.E., and A.T.P. S. Building Addition

A request for bids was issued November 16, 2017, with advertising on the district's Purchasing Department website, on the Sigma State of Michigan website, and in the Rochester Post.

Bids were reviewed and evaluated by a team from Frank Rewold and Son Inc., Pete Muscio, Director of Capital Projects and Cindy Lindner, Director of Technology and Strategic Initiatives for Rochester Community Schools. All of the accepted bids were found to be initially compliant with the required specifications per the detail in the Contract Recommendation. The bids were analyzed on bid content, completeness, inclusion of required submittals, expected budget, and compliance with required specifications. Interviews were held with the vendor in each category and included in-depth evaluations according to the attached documentation and recommendation submitted by Mike Gagnon of Frank Rewold & Son and reviewed by Peter Muscio and Patricia Calvin, Purchasing Supervisor.

Based on this information, we recommend that the Board of Education awards the following contracts to:

<u>Bid</u>			
<u>Pack</u>	<u>Description</u>	<u>Vendor</u>	<u>Amount</u>
A	Marker Boards & Tack Boards	Cig Jan Products	\$ 7,978
B	Room Wall Padding	Marathon Engineering Corporation	19,511
			<u>\$ 27,489</u>

for a contract sum of \$27,489.00, and we recommend that the Board of Education approve the other project costs, including Allowances and CM Fees as detailed in the attached analysis, in the amount of (\$6,303.00) for a Total of Current Project Costs in the amount of \$7,670,370.00.

Classroom A/V Bid Package 2

Classroom A/V bid pack including wall mounted SMART Interactive Flat Panels and stand-up desks in classrooms in Adams High School, A.C.E./S.E./R.A.C.E., Hart Middle School, Brooklands, Hampton, Long Meadow, and McGregor Elementary Schools. This bid pack also provided additional mobile IFP's to all other instructional buildings in the District. The bid went through a formal Request for Proposal process. There were two bids received:

VSC	\$1,370,407.12
Tierney	\$1,459,290.58

Both vendors were found to be compliant with RFP requirements.

Based upon the review of the bids, VSC has the lower price and has included everything required for this next phase. VSC is the Vendor that successfully completed the most recent IFP project; Classroom A/V bid pack 1. Based upon their lower price and performance on BP1, we recommend the award of the contract to VSC in the amount of \$1,370,407.12, including contingency fees of \$68,520.00 and an allowance of \$1,525,000.00 to complete the balance of the instructional buildings in the District for a project total of \$2,963,927.12.

Network IP Intercom Video System BP3 (Secure Entrances)

Technology contract for Network IP Intercom Video System BP3 (Secure Entrances) for implementing a secure entry technology solution at Brooklands, Hampton, A.C.E./S.E./R.A.C.E. and Adams High School.

Convergent and our Technology and Purchasing Departments issued an RFP for this project and two proposals were received. We completed a comprehensive analysis of the bids and interviewed the vendors. Security Corporation had the low bid and successfully completed the secure entrances this past summer.

We recommend that the Board of Education approve the following project:

Network IP Intercom Video System BP3

Vendor: Security Corporation
Solution: AlPhone Intercom and Avigilon Cameras
Amount: Security Corporation contract in the amount of \$43,785.40 plus a 5% contingency of \$2,200.00 and an allowance to support cabling requirements and completing the three remaining schools requiring secure entrances – Delta Kelly, Brewster and University Hills in the amount of \$35,500.00 for a total project cost of \$81,485.40

Synchronized Clocks BP2

Technology contract for Synchronized Clocks BP2 to replace the clock system at Brooklands, Hampton, Long Meadow, McGregor, Hart, A.C.E./S.E./R.A.C.E. and Adams High School.

Convergent and our Technology and Purchasing Departments issued an RFP for this project and two proposals were received. We also requested the vendor to hold pricing through August 2019 to allow us to replace clocks in additional schools with the same vendor and solution. We completed a comprehensive analysis of the bids and interviewed the vendors. DAT is the low bidder and successfully completed the most recent clock project.

We recommend that the Board of Education approve the following project:

Synchronized Clocks BP2

Vendor: Digital Age Technologies

Solution: CareHawk

Amount: Digital Age Technologies contract in the amount of \$139,715.13 plus a 5% contingency of \$7,000.00 and an allowance to support completing remaining schools and increased coverage of \$230,000.00 for a total project cost of \$376,715.13.

Board discussion included question on room wall padding, the possibility of including a clock system within the IFP, the cost of the clock system district wide, if the total costs will cover all schools and the completion dates of the technology projects.

Director of Special Education Anne Evans discussed the room wall padding. Dana, Director of Technology and Strategic Initiatives Cindy Lindner and John Foster of Convergent responded to questions on the synchronized clocks.

Public comment included the life expectancy of the system.

John Foster responded on life expectancy of the system.

Moved by: Barb Anness

Supported by: Michelle Bueltel

Vote: 7-0

E. Human Resources Report

Chief Human Resources Officer Elizabeth Davis presented the following recommendations:

NEW HIRES

Amanda Allen, Family and Consumer Science Teacher, Adams High School

Vanessa Hakim, Resource Room Teacher, Stoney Creek High School

Kristi Hopper Kaye, Resource Room Teacher, Musson Elementary School

ADMINISTRATIVE APPOINTMENTS

Jennifer Fickel – Purchasing Supervisor

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

Board members welcomed Jennifer to her new position.

Moved by: Pat Piskulich

Supported by: Kristin Bull

Vote: 7-0

F. Approval of the Rochester Maintenance, Grounds and Technical Union, A. F. S. C. & M. E., Local 202, Council 25 Tentative Agreement

Motion to approve the Rochester Maintenance, Grounds and Technical Union, A. F. S. C. & M. E., Local 202, Council 25 Tentative Agreement, as presented.

Bargaining teams for the Rochester Community Schools and the Rochester Maintenance, Grounds and Technology Union, AFSCME, Local 202, Council 25 began formal bargaining in June 2017, and after thirteen meetings reached a Tentative Agreement on December 4, 2017.

The members of the respective bargaining teams are as follows:

For the Employer:

Elizabeth Davis, Chief Human Resource Officer
Steve Rudnicki, Facilities Maintenance Manager
Tim Fortin, Network Manager
Mary Beth LaChance, HR Executive Assistant

For the Association:

Gary Shimer, Staff Representative, AFSCME, Council 25
Ken Collins, Maintenance, Chapter Chair, AFSCME, Local 202, Council 25
Jason Grant, Grounds
Jeff Green, Head Grounds
Bill LaLonde, Maintenance

The former labor contract covers the period July 1, 2015 through June 30, 2017.

Notable changes from the previous contract include:

Contract Duration, three years covering July 1, 2017 through June 30, 2020.

Article 9 - Sick Leave: increased by one day per year for both twelve month and ten month employees
Article 14 – Compensation: rather than provide a uniform allowance to Computer Technicians, the district will provide shirts to employees when needed; Longevity pay was added back into the compensation package and a 1% increase in their hourly rate.

Article 15 – Benefit Protection: a reduction in the medical insurance opt-out payment and added vision coverage effective January 2018.

Article 21 – Certification Program

Moved by: Kevin Beers

Supported by: Mike Zabat

Vote: 7-0

G. Approval of the Non-Union Administrative/Executive Assistant Salary Increases

Motion to approve the Non-Union Administrative/Executive Assistant Salary Increases, as presented.

Elizabeth Davis recommended that the Board of Education authorize the Superintendent to enter into Individual Administrative Employment contracts with the non-union administrators for the term of years approved by the Board at the June 19, 2017 regular meeting providing salary increases for the 2017-18 and 2018-19 contractual years. In addition to the recommended salary increases for non-union administrators, it is recommended that salary increases be provided to Executive Assistants for the 2017-18 and 2018-19 contractual years.

The total recommendation seeks approval for salary increases in an amount not to exceed \$88,000 for the 2017-18 fiscal year and \$67,000 for the 2018-19 fiscal year.

Moved by: Barb Anness
Supported by: Michelle Bueltel

Vote: 7-0

H. Superintendent Evaluation and Effectiveness Rating

Sandy Fiaschetti reviewed Dr. Shaner's 2017 Evaluation Rating. Dr. Fiaschetti read a summary of the Superintendent's accomplishments and ranked Dr. Shaner as Highly Effective.

The Board of Education has met and considered all the important domains of district leadership in forming this consensus evaluation. We considered Visionary Leadership, Policy and Governance, Instructional Leadership, Communication and Community Relations, Organizational Management, Professionalism and Ethics, and of course, Student Growth and Assessment Data.

Year after year, we continue to be impressed with Dr. Shaner's leadership of our district. With no disrespect to leaders in other districts, we firmly believe we have one of the best superintendents in the state of Michigan. Starting with his exemplary character, work ethic, and commitment to kids, and adding in his expansive strategic thinking and understanding of both education and business, he is uniquely positioned to keep our district operating with excellence. In the spirit of continuous improvement and knowing his own learning orientation and quest for growth are such that he wants to be challenged to even greater heights, we look forward to seeing what new accomplishments 2018 brings for RCS under Dr. Shaner's leadership.

Dr. Shaner was awarded a onetime 11% merit bonus to be paid with the last pay period for 2017.

Board members thanked Dr. Shaner for his accomplishments, his stewardship of tax dollars and his focus on the strategic plan.

Dr. Shaner responded to the Board and thanked his cabinet, his entire organization and the Board of Education for their single minded agenda of serving children.

Barb Rill thanked Dr. Shaner for the relationship he has with the PTA organization.

Motion to approve the Superintendent Evaluation and Effectiveness Rating as presented.

Moved by: Kevin Beers
Supported by: Kristin Bull

Vote: 7-0

I. Board of Education Regular Meeting Minutes, November 13, 2017

Kevin Beers was absent from the Board Meeting and will need to refrain from the vote.

Moved by: Mike Zabat
Supported by: Michelle Bueltel
Abstentions: Kevin Beers

Vote: 6-0-1

J. Board of Education Closed Meeting Minutes, December 5, 2017

Motion to approve the Closed Meeting Minutes of December 5, 2017, as presented.

*Pat Piskulich was absent and will need to abstain from the vote.

Moved by: Kevin Beers
Supported by: Michelle Bueltel
Abstentions: Pat Piskulich

Vote: 6-0-1

Additional Business

A. Citizens Present at the Meeting – None

B. Members of the Administration

Dr. Shaner offered Pat Calvin congratulations on her career and welcomed Jennifer to the team. Dr. Shaner read into the record a recognition from Congressman Mike Bishop congratulating the District on our three National Blue Ribbon Award Schools. Dr. Shaner wished everyone a happy holiday.

Debi Fragomeni thanked the Board of Education on behalf of the cabinet and wished everyone a wonderful holiday.

Members of the Board of Education

Kevin Beers, Michelle Bueltel and Dr. Shaner attended the Hamlin Blue Ribbon ceremony.

Michelle Bueltel spent a morning at University Hills.

Barb Anness, Dr. Shaner and Doug Hill attended a listening tour at ACE.

Sandy Fiaschetti visited North Hill and attended the first annual district middle school band concert.

Announcements

Upcoming RCS Events:

Winter Break, December 21, 2017 – January 2, 2018 – School resumes January 3, 2018
January 8, 2018, BOE Regular and Organizational Meeting, Harrison Room, 7:00 p.m.
January 27, 2018, BOE Retreat, Harrison Room, 9:00 a.m.

Adjournment

A motion was made to adjourn the meeting at 8:45 p.m.

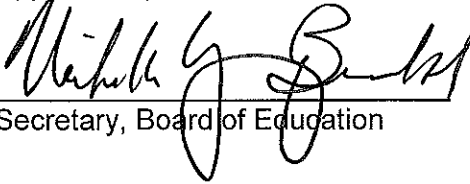
Moved by: Michelle Bueltel
Seconded by: Barb Anness

Vote: 7-0

Respectfully submitted:

Maureen Nakonek
Recording Secretary

Approved by:


Secretary, Board of Education