



ROCHESTER COMMUNITY SCHOOLS
501 West University Drive, Rochester, Michigan

BOARD OF EDUCATION REGULAR MEETING
December 10, 2018

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 10, 2018 in the Harrison Room. President Sandy Fiaschetti called the meeting to order at 7:02 p.m. Board members led in the Pledge of Allegiance.

Roll Call

Members Present: Sandy Fiaschetti, Kristin Bull, Michelle Bueltel, Mike Zabat, Kevin Beers, Barb Anness and Andrea Walker-Leidy

Members Absent: None

Others Present: Dr. Shaner, Debi Fragomeni, Dana Taylor, Carrie Lawler, Pamela Jones, Anne Evans, Lori Grein, Jennifer Fickel, Matt McDaniel, Jennifer Fickel, Pete Muscio, Pasquale Cusumano, Cindy Lindner, Amy Grande, Wendy Beitel, Mike Gagnon and approximately 50 visitors.

Spotlight on Success

A. Annual BOE/Cabinet Holiday Challenge

Hats, gloves and socks were collected for Cass Community Social Services. While Cabinet collected a noticeable quantity, the clear winner of this friendly challenge was the Board of Education!

B. Strings Program Showcase

The Rochester Community Schools Foundation awarded its largest gift ever of \$137,000 to help fund the newly established orchestra program. Lori Grein introduced the Foundation Board of Directors and the students performed their inaugural concert.

Communications

A. Secretary of the Board of Education - None

B. Student Representatives to the Board

Student representatives from ACE, Adams, Rochester and Stoney Creek High Schools updated the Board on various activities that took place at the schools since the last BOE meeting.

C. Citizens Requesting Placement on the Agenda

Mrs. Jaime Foyle spoke about her concern for class sizes at Meadow Brook.

D. PTA Council Update

PTA Secretary Ann Najera reported on the following PTA events:

- On January 10, 2019, at 7:00 p.m. Rick Isaacson from the DEA will speak about a variety of drug-related threats to our students.
- Thanked CFCU for tickets to A Christmas Carol at Meadowbrook for each of the PTAs that bank there.
- Thanked RCS and the REA for collaborating with PTA on Wellness Weekend.
- Dinner for staff at ACE during conferences; special thank you to Barb Rill for helping to coordinate this.

F. Members of the Board of Education

Michelle and Kristin met with Jaime Foyle and 13 other parents from Meadow Brook during Chat with the Board.

Consent Agenda

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

A. Current Bills Payable for November 1, 2018 through November 30, 2018 in the amount of \$17,898,073.19

B. Board of Education Regular Meeting Minutes, November 12, 2018

C. Board of Education Closed Meeting Minutes, December 3, 2018

Moved by: Kevin Beers

Supported by: Mike Zabat

Vote: 7-0

Reports

Dr. Shaner reported on the Superintendent Steering Committee meeting held on December 3, 2018. Topics of discussion included International Academy (IA) governance model, bylaw changes revolving around the IA, Diversity & Inclusion update and the upcoming BOE retreat.

Kim Thomas shared the work she is doing with Equal Opportunity Schools (EOS) at the three high schools, specifically, closing race and income gaps in AP courses and students' access to AP courses. Kim also spoke about how taking one AP class changed the entire trajectory of her high school career and her life. Kim is very excited to be working with Rochester Community Schools.

New Business

A. Board of Education Closed Meeting Minutes, November 6, 2018

Kevin Beers was absent with notice and will need to abstain from the vote.

Move by: Mike Zabat
Supported by: Barb Anness
Abstentions: Kevin Beers

Vote: 6-0-1

B. Board of Education Work Session Minutes, November 26, 2018

Andrea Walker-Leidy was absent with notice and will need to abstain from the vote.

Moved by: Mike Zabat
Supported by: Barb Anness
Abstentions: Andrea Walker-Leidy

Vote: 6-0-1

C. Bond Construction Contracts

Dana Taylor presented the recommendation for award of contracts and approval of current project costs for the Transportation facility renovation. The recommendation was to award contracts in the contract sum of \$2,083,770 plus allowances and construction management fees in the amount of \$590,066, for a total of current projects in the amount of \$2,673,836.

Pete Muscio, Director of Capital Projects & Facilities, and Mike Gagnon from Frank Rewold & Son addressed the Board to answer their questions.

Moved by: Michelle Bueltel
Supported by: Kevin Beers

Vote: 7-0

D. Recommendation to Approve Bond Change Orders for Completed Projects in Progress

Dana Taylor presented the recommendation to approve the change orders for the Bond Projects in Progress in the amount of an increase of \$7,586.

Mike Gagnon addressed the Board to answer their question.

Moved by: Mike Zabat
Supported by: Andrea Walker-Leidy

Vote: 7-0

E. Recommendation for Adoption of Board Resolution for Health Insurance Cost Sharing for the 2019 Coverage Year

Dana Taylor presented the recommendation based upon the Publicly Funded Health Insurance Contribution Act, Public Act 152 of 2011 (PA 152), requires that public school district employers limit the amounts they pay for employee health care coverage to either statutory hard cap limits (Section 3 of the Act) or eighty percent (80%) of the total cost of coverage (Section 4 of the Act). Over the past four years, the Board of Education has adopted a resolution to invoke Section 4 of the Act, limiting the district's total cost of coverage to eighty percent (80%), and thereby requiring District employees to pay twenty percent (20%) of the cost for health benefit coverage.

Public Act 273 of 2013 updated a portion of PA 152 that requires a governing body to annually approve a resolution to adopt the 80/20 cost sharing. The district's legal counsel has prepared the attached resolution for adoption by the Board of Education for the 2018 coverage year. We recommend that the Board of Education adopt the proposed resolution.

Based on this information, we recommend THAT the Board of Education adopt the attached resolution to comply with the requirements of Section 4 of the Publicly Funded Health Insurance Contribution Act for the 2019 coverage year, as presented.

Moved By: Barb Anness
Supported By: Michelle Buelstel

Vote: 7-0

F. Human Resources Report

Dana Taylor presented the following recommendations:

REA RESIGNATIONS

Adriana Retman, Science Teacher at Stoney Creek High School, submitted her letter of resignation effective December 14, 2018. Ms. Retman has been with the district since August 2018.

Brigid Sweeney, Social Worker at Delta Kelly and Musson Elementary Schools, submitted her letter of resignation effective December 14, 2018. Ms. Sweeney has been with the district since August 2017.

REA RETIREMENTS

Susan Zaleski, Math Teacher at Rochester High School, submitted her letter of resignation effective February 1, 2018. Ms. Zaleski has been with the district since August 1993.

NEW HIRES - REA – 2018-19 SCHOOL YEAR

Susan Mason-Hollis, Science Teacher, Hart Middle School
Catherine Rabbideau, Fourth Grade Teacher, Long Meadow Elementary School

Moved by: Kristin Bull
Supported by: Kevin Beers

Vote: 7-0

G. Superintendent Evaluation and Effectiveness Rating

Sandy Fiaschetti reviewed Dr. Shaner's 2018 Evaluation Rating. Dr. Fiaschetti read a summary of Dr. Shaner's accomplishments and ranked Dr. Shaner as Highly Effective.

The Board met and considered all of the important facets of district leadership. They considered (1) Visionary Leadership; (2) Policy and Governance; (3) Instructional Leadership; (4) Communication and Community Relations; (5) Organizational Management; and (6) Professionalism and Ethics and (7) Student Growth and Assessment Data.

The Board is pleased to have him at the helm of our vibrant, successful, financially sound district. We appreciate his laser focus on children being at the center of everything we do, his keen business sense, and his unwavering integrity and commitment to the well-being of RCS. We feel extraordinarily confident in his leadership which allows us as a Board to focus on our role of overseeing policy and finances rather than delving into the details of day-to-day administration, as that administration is squarely and capably handled by Dr. Shaner and his empowered team.

Dr. Shaner was awarded a onetime 11% merit bonus to be paid with the last pay period for 2018.

Board members thanked Dr. Shaner for his accomplishments, visionary leadership, integrity and stability within RCS.

Moved by: Kristin Bull

Supported by: Barb Anness

Vote: 7-0

H. Amendment of the Superintendent Contract

New Contract language includes an Automatic Extension: Commencing July 1, 2019, and on each July 1 of each and every year thereafter, this Contract shall be automatically extended for a period of one (1) year unless, ninety (90) days or more prior to the July 1 extension, the Board or Superintendent serves written notice upon the other of the desire not to extend the Contract, in which event the Contract shall continue until its then existing expiration date, when it shall expire without any further act by either party. Each such extension is intended to and shall constitute a new three (3) year Contract between the parties.

Barb commented that this puts a lot of value on the quality job Dr. Shaner is doing, the stability he has given district and fully supports Dr. Shaner.

Moved by: Michelle Bueltel

Supported by: Barb Anness

Vote: 7-0

Additional Business

A. Citizens Present at the Meeting

Meadow Brook parent Kim Dinda addressed the Board regarding class sizes.

B. Members of the Administration

Dr. Shaner spoke to the Board about his "public appraisal" and how humbled he is to serve RCS and all those within the district.

Debi congratulated Dr. Shaner. She had the privilege in spending her day with 180 colleagues for NPDL with other local districts. Wished Robotics well. RCS was awarded reimbursement for literacy and more info will come in the near future. Breakfast with Santa for ECSE students this Fri in the Harrison Room. Congratulations to the BOE for winning the Holiday Challenge!

C. Members of the Board of Education

Michelle shared went to a basketball game at Rochester College in addition to a Listening Tour at North Hill.

Kristin shared she is judging the poetry slam at RHS next week. Recounted that last year's event was amazing!

Michelle and Barb attended the OCSBA and discussed the resources offered to the schools, specifically for new board members.

Kevin joined Dr. Shaner at Hampton for a Listening Tour – great visit. SCHS fundraiser and how they partnered with other entities for Fleece and Thank you raised over \$3,700 (SCHS was over \$1k).

Sandy shared that she was fortunate enough to attend the district-wide concert last week.

Announcements

Upcoming Events

December 21 - Winter Recess begins at end of day (K-12 and Post High)

January 7, 2019 - Classes Resume

January 14, 2019 - Regular/Organizational Meeting, 7:00 p.m., Admin Bldg

Adjournment

A motion was made to adjourn the meeting at 8:24 p.m.

Moved by: Michelle Bueltel

Seconded by: Mike Zabat

Vote: 7-0

Respectfully submitted:

Approved by:

Christina Whitmore
Recording Secretary

Secretary, Board of Education