



ROCHESTER COMMUNITY SCHOOLS

501 West University Drive, Rochester, Michigan

BOARD OF EDUCATION REGULAR (VIRTUAL) MEETING

April 13, 2020 at 7:00 PM

MINUTES

Call to Order

A Regular Meeting, open to the public, of the Board of Education for Rochester Community Schools, Rochester, Michigan was held virtually on Monday, April 13, 2020 via Zoom Webinar and YouTube Live. President Kristin Bull called the meeting to order at 7:00 p.m.

Roll Call

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

Members Absent: None

Others Present: Dr. Robert Shaner, Debi Fragomeni, Elizabeth Davis, Dana Taylor, Lori Grein, Carrie Lawler, Cory Heitsch, Concetta Lewis, Matt McDaniel, Cindy Lindner, and approximately 40 visitors.

Dr. Shaner expressed his condolences to those who have been affected by COVID-19.

Communications

A. Secretary of the Board of Education

Michelle Bueltel shared four communications were received by the Board of Education since the prior meeting: James Ferden, regarding an invitation to the annual All-City Band Concert (that would've been held on March 25th); Gretchen Perry-Emery, regarding 5G technology; Brain Wiik, regarding feedback from the Class of 2020 town hall; and Gregory Daines, regarding the review of a children's book he wrote.

B. Citizens Requesting Placement on the Agenda

None

C. Members of the Board of Education

Barb Anness received communication from Matt and Amanda McPeak, Karein Barr, Shannon Fashho and Emily Stow.

Kristin Bull received communication from Matt and Amanda McPeak, Alison Blanchard, Krystyn Irvine, Shannon Fashho, Anel Ledesma, Karin Barr, Lauren Rider, Molly Corombos and Emily Stow.

Michelle Bueltel received communication from Molly Corombos.

Consent Agenda

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

A. Current Bills Payable for March 1, 2020 through March 31, 2020 in the amount of \$1,874,959.56

B. Board of Education Closed Meeting Minutes, March 9, 2020

C. Board of Education Regular Meeting Minutes, March 9, 2020

Moved by: Kevin Beers

Supported by: Barb Anness

Vote: 7-0

Reports

Dr. Shaner reported on the March 17 and March 24 Superintendent Steering Committee meetings. Agenda item included continued planning relating to COVID-19.

Dana Taylor reported on the March 16, 2020, Superintendent Business, Operations and Support Advisory Committee meeting. Agenda item included cost estimates to the District's response to the COVID-19 pandemic; food service preparation and distribution; cleaning and disinfecting of buildings; transportation vendor agreement; construction projects and timelines; and the implementation of online enrollment.

Elizabeth Davis reported on the March 18 and April 1, 2020, Superintendent Policy and Curriculum Committee meetings. Agenda items included: continued planning relating to COVID-19; remote learning; social-emotional wellness; and meal distribution.

New Business

A. Approval of Tentative Agreement with the Rochester Administrators' Association (RAA)

Chief Human Resources Officer Elizabeth Davis and Matt McDaniel, Executive Director of Business Operations, presented the following recommendations:

The bargaining team from the RAA and the Board met on four occasions and reached a tentative agreement on a new two (2) year agreement. The tentative agreement was reached on March 6, 2020. The members of the respective bargaining teams were as follows:

For the Board of Education:

Elizabeth Davis, Chief Human Resource Officer

Matthew McDaniel, Executive Director of Business Services

For the Association:

Allison Roberts, Principal of Hart Middle School, RAA Vice-President

David Murphy, Principal of North Hill Elementary

The RAA membership ratified the Tentative Agreement on April 8, 2020.

The current collective bargaining agreement covers the period July 1, 2017 through June 30, 2020. The new agreement is a two (2) year agreement, July 1, 2020 through June 30, 2022.

The contract changes were to salary and benefits. A summary of the changes are captured below:

Contract Duration:

Two Year Agreement – July 1, 2020 through June 30, 2022

Salary – Effective July 1, 2020, the current salary schedule will change from 5 steps with half-steps to a 9 step schedule. The current 5 step salary schedule which includes half-steps will be converted using the current steps and half-steps which equal 9 steps. Administrators will move from their current step or half-step to the corresponding step on the new 9 step schedule. Half steps will be eliminated. Example: Current Step 1.5 will become new Step 2.

For contractual years, 2020-21 and 2021-22 the salary schedule will increase two percent (2%) each contractual year and those administrators who received an “effective” or “highly effective” rating on their prior year end evaluation and eligible to move on the salary schedule will advance one step.

Benefits – Remain self-funded through Blue Cross Blue Shield

Effective 7/1/20, the current BCBS PPO plan will have the following changes:

An increase of the prescription drug co-pays from \$5 generic, \$35 preferred and non-preferred brand name to \$5 generic, \$35 preferred brand name, and \$50 non-preferred brand name. The 30 day retail will be one (1) co-pay, for 90 day retail and mail-order prescriptions, the employee/dependent will be charged two (2) times the co-pay. Additionally, prescription drugs will require mandatory generic.

Effective 1/1/2021, the district will offer two medical plan options: Option 1: BCBS PPO (current plan), with \$500/\$1000/\$1000 deductible with changes described above. Option 2: Consumer Driven Health Plan (CDHP) with a \$1400/\$2800/\$2800 deductible, Health Savings Account (HSA) funded by district to one-half of deductible \$700/\$1400/\$1400 (1/2 in January, 1/2 in July).

Special Education Supervisor Classification

This classification was added for beginning with the 2019-20 contractual year through a Memorandum of Understanding. That classification will continue on the new salary schedule with the negotiated increase in salary and step. The parties have agreed to evaluate the position and salary level prior to the 2020-21 contractual year and make any necessary adjustments.

Financial Implications

The projected increase cost of this new contract for 2020-21 is approximately \$114,000 and 2021-22 is estimated at \$116,300.

Motion to approve the Approval of Tentative Agreement with the Rochester Administrators' Association (RAA), as presented.

Moved by: Michelle Bueltel

Supported by: Andrea Walker-Leidy

Vote: 7-0

B. Final Approval of Policies 3000, 5000 and 9000 (Second Reading)

Beth Davis presented the Recommended Revision to Policies 3000, 5000 and 9000, second reading.

Motion to approve the approval of revisions to policies 3000, 5000 and 9000, as presented.

Moved by: Andrea Walker-Leidy

Supported by: Kevin Beers

Vote: 7-0

C. Construction Change Orders

Dana Taylor presented the Recommendation for Construction Change Orders for completed projects in progress for a net decrease in the amount of \$17,130.

Board discussion included the reduced contingency to the University Hills project.

Motion to approve the Construction Change Orders, as presented.

Moved by: Scott Muska

Supported by: Barb Anness

Vote: 7-0

Additional Business

A. Citizens Present at the Meeting

None

B. Members of the Administration

Dr. Shaner expressed his gratitude to our community and the Board of Education. He also thanked our local legislators for their support and continued connection.

Debi Fragomeni encouraged our community to view the upcoming webinar for upper elementary students and their families from Centers for Trauma Resilient Communities.

C. Members of the Board of Education

Each Board member expressed their appreciation and gratitude to the RCS community.

Michelle Bueltel reminded those who are in need of financial assistance may contact RAYA (Rochester Area Youth Assistance) and that there are other organizations who are ready to assist, including Neighborhood House.

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Kristin Bull also shared some comments from Maria Miceli, PTA Council President.

Adjournment

A motion was made to adjourn the meeting at 7:42 p.m.

Moved by: Barb Anness

Seconded by: Kevin Beers

Vote: 7-0

Respectfully submitted:

Christina Whitmore
Recording Secretary

Approved by:

Michelle Bueltel
Secretary, Board of Education