



ROCHESTER COMMUNITY SCHOOLS

PRIDE IN EXCELLENCE

ROCHESTER COMMUNITY SCHOOLS 501 West University Drive, Rochester, Michigan **BOARD OF EDUCATION REGULAR MEETING** June 7, 2021 ~ Administration Building

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 and in person on Monday, June 7, 2021. President Kristin Bull called the meeting to order at 7:01 p.m. Board members led in the Pledge of Allegiance.

RCS Elementary District Choir sang the National Anthem.

Dr. Shaner led a moment of silence in memory of Ray Lawson.

Roll Call

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

Members Absent: Kevin Beers and Scott Muska, with notice

Others Present: Dr. Shaner, Debi Fragomeni, Elizabeth Davis, Carrie Lawler, Cory Heitsch, Lori Grein, Concetta Lewis, Cindy Lindner, Matt McDaniel, Doug Hill, Dave Murphy, Neil DeLuca and approximately 100 visitors.

Spotlight on Success

A. District Retirees

Dave Murphy, Director of Human Resources and Employee Relations, congratulated our 73 district retirees and thanked them for their years of service to Rochester Community Schools. Kristin Bull thanked all of the retirees.

On behalf of Mayor Bryan Barnett, Kristin Bull presented Carrie Lawler with a proclamation for her dedication and service to Rochester Community Schools and our community.

B. Excellence in Education Awards

Bob Justin and Joann Beydoun recognized Amy DiCresce, Jeff Fosnaugh, Linda Key, Elizabeth Lang and Julie Schmidt.

C. MSBOA Teachers of the Year

Erin Holden acknowledged the MSBOA Teachers of the Year. Kelsey Folmar (Van Hoosen) was selected District 16 Teacher of the Year for Band and Keenan Thomason (West) was selected District 16 Teacher of the Year for Orchestra. The Teachers of the Year are awarded this honor through nomination and voting by their peers.

Kelsey's nomination included information about her tireless work to provide outstanding opportunities to students regardless of the health crisis and her commitment to music education in our community. Keenan's nomination included information about his dedication to best practices in string education and his strong ability to make meaningful connections with students in the classroom.

Communications

A. Secretary of the Board of Education

Michelle Bueltel shared that 13 email communications have been received through the RCS website: District parent Erika Beauchamp contacted the Board regarding air quality report completed at Long Meadow Elementary; District parent Shannon Fashho contacted the Board regarding a book that is in elementary classrooms; community member Patricia Kane contacted the Board regarding speaking at the next Board of Education meeting; District parent Taara Donley contacted the Board (x4) regarding Long Meadow Elementary and the 2015 Bond; District parent Julie Stalker contacted the Board regarding literacy and training manual contracts; District parent Jennifer Ayres contacted the Board regarding the Long Meadow and SCHS roofs; District parent Jessica Opfer contacted the Board regarding 1) COVID case reporting; 2) (multiple questions) phone survey from last summer, distance learning committee findings, why a survey wasn't completed in the winter; and 3) (multiple questions) new administration building; and community member Deanna Harless contacted the Board regarding email communications.

Individually, each Board member received an email from Tracy Malinowski.

Additional emails that were received, though not through the RCS website: Andrew Weaver (2) regarding a FOIA clarification and an email that was sent by the District in May; and Sarah Pogasic regarding mask requirements for the 2021-22 school year.

B. Citizens Requesting Placement on the Agenda

Eleven citizens requested placement on the agenda:

Julie Stalker addressed the Board regarding her daughter's dyslexia experience.

Nola Stalker addressed the Board and shared her dyslexia story.

Tracy Malinowski addressed the Board regarding air quality at Long Meadow.

Taara Donley addressed the Board regarding Long Meadow and McGregor bond funds.

Jenny Schneider addressed the Board to recognize teachers and the Board and shared her positive takeaways from the year.

Lori Baggot addressed the Board regarding the RCS website and critical race theory.

John Opfer addressed the Board and shared his passion for his children's education, and his desire for transparency and communication.

Jessica Opfer addressed the Board regarding her desire for an open dialogue with the Board and ability to provide input in decision making.

Joshua Raymond addressed the Board regarding suggestions on how to support gifted learners.

Andrew Weaver and Michelle Greenwald requested placement, though were not in attendance.

C. Members of the Board of Education

Kristin Bull received emails from Tiffany Dziurman regarding touring the administration building to see the mural and artwork in the Harrison Room and Molly Corombos expressing gratitude for RCS educators.

D. PTA Council Update

Lisa Roscoe, PTA Council president, highlighted some of the events throughout the year and thanked the PTA Council Board, council committee chairs, and PTA presidents as well as the Board of Education and RCS administration for their support and collaboration.

Consent Agenda

- A. Current Bills Payable for May 1, 2021 through May 31, 2021 in the amount of \$14,730,072.59
- B. Board of Education Work Session Minutes, April 26, 2021
- C. Board of Education Regular Meeting Minutes, May 3, 2021
- D. Board of Education Work Session Minutes, May 17, 2021

Kristin Bull requested the Board of Education Meeting Schedule 2021-2022 be removed from the Consent Agenda. This item has been moved to the first item under New Business.

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

Moved by: Barb Anness

Supported by: Andrea Walker-Leidy

Vote: 5-0

Reports

A. Orchestra

Carrie Lawler provided an update on the middle school orchestra program and the students performed.

B. Ribbon Cutting Ceremonies

Lori Grein shared a video of the ribbon cutting ceremonies for Brewster Elementary, University Hills Elementary, Reuther Middle School, Van Hoosen Middle School and Stoney Creek High School.

New Business

A. Board of Education Meeting Schedule 2021-2022

Motion to table the Board of Education Meeting Schedule 2021-2022 until the June 21 Regular Meeting.

Moved by: Michelle Bueltel

Supported by: Mike Zabat

Vote: 5-0

B. Human Resource Report

Elizabeth Davis presented the following recommendations:

REA RESIGNATIONS

Lauren Barterian, Transitional Kindergarten Teacher at Brewster Elementary, submitted her letter of resignation effective at the end of the school year. Ms. Barterian has been with the district since September 2014.

Jordan Kamai, Language Arts Teacher at Virtual Campus, submitted her letter of resignation effective at the end of the school year. Ms. Kamai has been with the district since August 2016.

Emily Perry, Learning Consultant at North Hill Elementary, submitted her letter of resignation effective at the end of the school year. Ms. Perry has been with the district since September 2010.

Lauren Rowling, Language Arts Teacher at Adams High School, submitted her letter of resignation effective at the end of the school year. Ms. Rowling has been with the district since August 2007.

Sarah Sullivan, Language Arts Teacher at Van Hoosen Middle School, submitted her letter of resignation effective at the end of the school year. Ms. Sullivan has been with the district since August 2011.

REA RETIREMENTS

Anne Marie Edwards, Learning Consultant at Stoney Creek High School, submitted her letter of retirement effective at the end of the school year. Ms. Edwards has been with the district since September 1987.

Kathleen Ford, Business Teacher at Virtual Campus, submitted her letter of retirement effective at the end of the school year. Ms. Ford has been with the district since August 1995.

Renee Grenier, 5th grade Teacher at Virtual Campus, submitted her letter of retirement effective at the end of the school year. Ms. Grenier has been with the district since September 2003.

Marion Harbin, Kindergarten Teacher at North Hill Elementary, submitted her letter of retirement effective at the end of the school year. Ms. Harbin has been with the district since September 2009.

Karen Knight, Speech and Language Pathologist, submitted her letter of retirement effective at the end of the school year. Ms. Knight has been with the district since September 1979.

Glenda LaBruyere, Science Teacher at Adams High School, submitted her letter of retirement effective at the end of the school year. Ms. LaBruyere has been with the district since January 2019.

Frances Leininger, Resource Room Teacher at Hart Middle School, submitted her letter of retirement effective at the end of the school year. Ms. Leininger has been with the district since August 2002.

Sarah Lewis, Science Teacher at Van Hoosen Middle School, submitted her letter of retirement effective September 1, 2021. Ms. Lewis has been with the district since September 1986.

Barbara Moreno, Resource Room Teacher at Reuther Middle School, submitted her letter of retirement effective at the end of the school year. Ms. Moreno has been with the district since December 1996.

Janet Phillips, Speech and Language Pathologist at Delta Kelly Elementary School, submitted her letter of retirement effective at the end of the school year. Ms. Phillips has been with the district since January 2005.

Emily Sommer, Language Arts at Virtual Campus and Stoney Creek High School, submitted her letter of retirement effective at the end of the school year. Ms. Sommer has been with the district since January 2005.

Mary Taylor, 4th grade Teacher at North Hill Elementary, submitted her letter of retirement effective at the end of the school year. Ms. Taylor has been with the district since August 2004.

ADMINISTRATOR RETIREMENTS

Mary Jane Cosgrove, Technology Facilitator at Adams High School, submitted her letter of retirement effective June 30, 2021. Ms. Cosgrove has been with the district since December 12, 2003.

SUMMARY OF TENTATIVE AGREEMENT – ROCHESTER EDUCATION ASSOCIATION, REA/MEA

The bargaining teams for the Rochester Community Schools (“the employer”) and the Rochester Education Association, REA, MEA reached a Tentative Agreement (TA) on May 11, 2021.

The members of the respective bargaining teams were as follows:

For the Board of Education: Beth Davis, Chief Human Resource Officer; Matt McDaniel, Executive Director of Business Operations; David Murphy, North Hill Elementary Principal; Dan Mooney, Van Hoosen Middle School Principal; Pasquale Cusumano, Adams High School Principal; and Concetta Lewis, Executive Director of Special Education.

For the Association: Doug Hill, REA President; Deb Lotan, REA/MEA Executive Director; Liz Schroeck, REA Vice President, 3rd Grade Teacher, Meadow Brook Elementary; Rob Byrd, REA HS Trustee, Math teacher, Rochester High School; Colleen Devlin, Kindergarten Teacher, Brewster Elementary; and Heather Poirier, REA MS Trustee, Resource Room Teacher, West Middle School.

The members engaged in negotiations using the Interest Based Bargaining (IBB) process. This is a process that was new to Rochester Community Schools with the 2019 bargaining agreement. The team participated in six (6) bargaining sessions.

The REA membership ratified the Tentative Agreement on June 1, 2021. It is that Tentative Agreement that we will be bringing to you on June 7, 2021 for approval. The current agreement is a two (2) year agreement, July 1, 2019 through June 30, 2021. The new agreement is a seven (7) month agreement, July 1, 2021 through January 31, 2022. The parties have agreed to begin bargaining a successor agreement by August 2021. The summary of the notable changes from the previous contract are detailed below. This is not a verbatim list of all changes to the labor contract; however, the major changes are captured.

Contract Duration

Seven (7) months, July 1, 2021 through January 31, 2022.

2021-22 Calendar - Schedule D

We reached agreement on a calendar for 2021-22 which has 180 student days and 184 teacher days. We plan to utilize four (4) days of District Provided Professional Development (DPPD) as instructional days (included in the 180) under the MDE requirements.

Parent-Teacher Conferences

At the elementary level, parent-teacher conferences will be conducted within a predetermined time frame in the fall and spring. Conferences may be conducted virtually, or in person at the parent or teacher's request. At the secondary level, parent-teacher conferences will be conducted in the fall for a total of six (6) hours split into two three (3) hours sessions. One session will be in-person in the evening and the other will be virtual in the afternoon (after school hours). Secondary spring conferences may be conducted in-person or virtually, as determined by the Contract Maintenance Committee (CMC). At the Virtual Campus, parent-teacher conferences will follow the appropriate level's conference time periods and will be conducted virtually.

Transitional Kindergarten (TK) Language regarding teaching hours was added to the contract as this program was implemented after the last contract. Teachers of Transitional Kindergarten will follow the Kindergarten schedule during the first week of school annually. Each full-time TK classroom will be allocated a minimum of a half-day of adult support and teachers will be provided with three (3) half-days of release during the school year to collaborate with fellow TK teachers. Class size at TK was establish at 22 students at Relief and 24 Maximum. This was added to the Class Size language in Article 9.

Virtual Campus

Contract language was added regarding working conditions for teachers at the RCS Virtual Campus (VC). Teachers at the VC will have access to RCS provided technology needed to teach remotely. Additionally, teachers will have access to physical space in an RCS facility upon request, including lab space for content that requires it. Finally, the work day for VC teachers may not be continuous.

Middle School Clubs

Beginning with the 2021-22 school year, the middle school buildings may provide pay for up to five (5) full year clubs and/or activities (eight (8) at Hart). This is an increase of two stipends at each middle school building.

Salary

Effective for the 2021-2022 School Year: Salary Schedule A will reflect a one (1) percent on-schedule increase from the 2020/21 Salary Schedule.

An additional one (1) percent off-schedule payment shall be made to all members of the bargaining unit in equal amounts the second pay of December 2021 and second pay of May 2022. All members of the bargaining unit will be moved up one (1) step on the Salary Schedule.

Tax Sheltered Annuity

Currently, full-time members of the bargaining unit who contribute monies to a 403(b) tax sheltered annuity, receive a matching contribution to a 403(b) tax sheltered annuity, up to a maximum of five hundred dollars (\$500). Effective with the 2021-22 school year, the amount of the tax sheltered annuity match will increase to seven hundred and fifty (\$750). This is a pre-tax contribution and shall not apply towards Michigan Public School Employees Retirement System (MPERS).

Board discussion included Middle School Clubs and clarification as to why Hart Middle School gets more than the other three middle schools; and appreciation of the hard work and partnership of the bargaining team.

Motion to approve the Human Resource Report, as presented.

Moved by: Michelle Bueltel

Supported by: Barb Anness

Vote: 5-0

Additional Business

A. Citizens Present at the Meeting

Tracy Malinowski addressed the Board regarding air quality at Long Meadow.

Julie and Nola Stalker addressed the Board regarding Dyslexia.

Patricia Kane addressed the Board regarding appreciation for teachers, communication from the Board, purchase of new administration building and a lawsuit.

Jessica Opfer addressed the Board regarding advocating for her kids.

Jamie Rawcliffe, Barb Rill, Maria Miceli, Jeannette Howes, and Debbie Jones addressed the Board to express their appreciation and gratitude.

B. Members of the Administration

Dr. Shaner congratulated the retirees and thanked the staff.

C. Members of the Board of Education

Michelle Bueltel attended the AIA benefit, IA graduation and the PTA Council Executive Board celebration and highlighted the parade for those who received the RAYA Youth recognition.

Mike Zabat and Barb Anness attended the Sparkle Awards.

Barb Anness attended the Excellence in Education awards.

Andrea Walker-Leidy shared a conversation about advocating for kids and engagement from community.

Announcements

June 8: Full day for elementary. Half day for secondary.

June 9: Half day for all students.

RCS Virtual students should follow teacher instructions for daily schedules.

June 12: Graduation

Adjournment

A motion was made to adjourn the meeting at 9:27 p.m.

Moved by: Barb Anness

Seconded by: Michelle Bueltel

Vote: 5-0

Respectfully submitted:

Approved by:

Christina Whitmore
Recording Secretary

Secretary, Board of Education