

ALLEN PARK PUBLIC SCHOOLS

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ALLEN PARK BOARD OF EDUCATION SPECIAL MEETING MINUTES ▪ June 17, 2024

DRAFT ☐

APPROVED ☒

A special meeting of the Allen Park Board of Education was held on Monday, June 17, 2024, at 6:04 p.m. at the Riley Education Center in Conference Room B, 9601 Vine, Allen Park, MI 48101.

The special meeting was called to order by President Warren

Pledge of Allegiance

Roll Call/Present: Babbage, Luecke, Martin, Warren

Absent: Filipiak, Klein, MacDonald

Review of Administrative Contracts

Superintendent Darga indicated that the administrative contracts are approved on a yearly basis. They had been approved for two years at a time but it was discussed to change that to 3 years so they would be in align with the teacher's bargaining agreement.

A proposal had been submitted to the Superintendent from Jason Skiba, Zack Short and Steve Zielinski regarding the intent of the building administrators to form an association for bargaining purposes. The 47-page document had been sent to the board members for initial review and was discussed this evening.

Superintendent Darga and Dr. Tafelski indicated that the Board needs to read the proposal from the administrators and address it. They brought up important factors in the proposal that were pertinent for discussion.

Mr. Darga indicated that 16 years ago there was talk of doing an administrative association so this was not a new concept. Pat Donahue had an admin association at his previous district, Jason Skiba was president of the admin association when in Ann Arbor and Steve Zielinski had said he was interested. This association would only include administrators who were principals and assistant principals in the district, not directors or other admin. Mr. Darga had reached out to Gouri Sashital, she said, like Brad Banasik, that there are 2 options, either accept their request to form an association or make them go through the process to become a union. Not much we can do if they want to organize. If we wanted, Gouri would come in to talk about how to negotiate with them.

There was a discussion that the board could do a counter proposal, they don't have to either accept or reject the proposal as is.

Highlights of some things in the proposal that they want are:

- TSA – not sure how they want it to work (don't have currently)
- Vacation buy back (only applies to Skiba as of now)
- Administrative Intern proposal – now they need to cover each other if one is out They want to hire someone or pick someone who has credentials, not sure how they would be chosen, seniority?
- Increase stipends
- Need to decide on accruing days, are they eligible for payout on the back end.

Comments and suggestions were made by the board as well as Mr. Darga and Dr. Tafelski with regard to the principals and assistant principals forming an association.

Suggestions/Comments from Board members:

- Can Gouri compare the teachers contract with the admin contract to show the board differences.
- Have the administrators vote to see if they all want to form an association, not just these three that are proposing it.

Mr, Darga & Dr. Tafelski Comments:

- Reducing severance makes sense because they are coming out of a classroom and those years don't count.

	<ul style="list-style-type: none"> • Retention bonus/longevity are not ORS eligible • Anything for admin over the teachers must be FOR something, i.e. longevity • There are some things in there that they are asking for that they just can't have based on state law. • A lot was boilerplate from MASSP but some was from them. • Some others schools in area (7) have an amin assn. Getting some info from those to help us. • Not looking at giving more money offer the 5% they get with the me too clause. • What they are asking for is not over the top • Mike personally has no problem with it because it is common among schools. • Need an outside negotiator to negotiate with the association (Gouri) • How do you recognize them without accepting the entire document. • We have to say no to all 47 pages unless they are an assn. • This proposal was initially given to Mike and John in the winter. They told them that we had to do the teachers and the other groups first. This was brought up now because it is time to do the administrators. • 2 board members had voted no for an admin contract in the past and that makes them nervous. • 6/24 is when we traditionally give contract approvals. <p>Laura: There has not been a 7-0 vote since 2020 for the admin contracts. They probably feel they need to form an association to feel secure.</p> <p>Steve sees it as they want more freedom to do what they want to do</p> <p>Jen sees it as they are a higher group and are asking for things other than a huge raise.</p> <p>Mike feels that the people he as hired are not trying to get away with anything or take advantage of the district. We are doing good work and are being recognized.</p> <p>We can do a new process to make board members happy, split admin from CO. Giving a 2 year when everyone else gets a 3 year sends a bad message.</p> <p>Luecke feels that we are trying to do best practice and she feels that what the admin is doing to Jen is unfair. She has only been president for 6 months.</p> <p>John pointed out that he only makes \$6,000 more a day than a master's max teacher.</p> <p>Steve thinks the teachers should make the most money as they are the most important employees in the district.</p> <p>Board: Why did they do this this?</p> <p>On the 24th hoping for 3-year and the me too that they always got. Not looking for answers on he 47-page document before Monday. Can bring in Skiba and Donohoue in to discuss with the board.</p> <p>Laura wants the board to have time to review this after the 24th and work on this togetyh3er. If we give them a 7-0 will that give them some security and agree to wait.</p> <p>Still have to ratify secretaries and maintenance.</p> <p>Must decide as a board if we support the assn but they want to know that all admin are on board. They want Gouri to represent.</p>
	Citizens' Comments: There were no citizen's comments at this time.
	The meeting was adjourned by President Warren at 7:45 p.m.

Respectfully Submitted,

Laura M. Luecke, Board Secretary