

MASON BOARD OF EDUCATION
Regular Meeting
August 10, 2015
Harvey Education Center
400 South Cedar Street
7:00 p.m.

MINUTES

CALL TO ORDER

A regular meeting of the Mason Board of Education was held at the James C. Harvey Education Center on August 10, 2015. The meeting was called to order at 7:00 p.m. by Ralph Beebe, President.

Present: Ralph Beebe, Laura Fenger, Julie Rogers, Kurt Creamer, and Tom Curtis

Absent: Becky Brimley, Laura Cheney

Also Present: Ron Drzewicki, Superintendent; Cheryl S. Wald, Chief Financial Officer; Matt Stuard, Curriculum Director; Rick Brooks, Director of Human Resources; Dan McConeghy, Middle School Principal, Chris Salmon, Director of Food Services, Dr. Scott Koenigs knecht, Superintendent of Ingham Intermediate School District, Mason staff and community members

Mr. Beebe opened the meeting and welcomed those in attendance. He shared the guidelines for public participation.

APPROVAL OF AGENDA

Julie Rogers made and Tom Curtis supported a motion to approve the agenda as printed. All yes. Motion carried 5-0.

PUBLIC REQUESTS/COMMENTS

Penny Haudek of 869 Stag Thicket Lane, Mason, MI addressed the board regarding the proposed reduction of a full-time custodian at Alaiedon Elementary School. Mrs. Haudek is a 2nd grade teacher and has two children enrolled at Alaiedon Elementary School. She was encouraged by her union to address her concerns by sending an email to members of the board of education. Mrs. Haudek stated her intent was to be diplomatic in the process and did not believe there was a proper chain of command to follow. As her first public comment regarding the school district, Mrs. Haudek apologized if her email appeared direct. She explained that the details heard regarding the custodial position were “word of mouth” and not from a reliable source on the administrative board. Discontinuing a full-time day custodian does not speak well for the community, students and staff. Mrs. Haudek stated she believed all parties involved in the budget process worked hard, with careful thought and with the best interest of students in mind. She questioned the effectiveness of her classroom when illness occurs, stated concern for student attendance due to classrooms not being properly preserved from germs and doubted the effectiveness of test scores due to these absences. She expressed concern for overflowing toilets in the kindergarten classrooms where her son will be placed. Mrs. Haudek asked if consideration has gone into the

proper cleaning for students with severe food allergies. She asked how to maintain classroom order when the people responsible for bathroom clean-up and bloodborne pathogens cannot get to the situation because their other jobs require attention at the same moment or they are in transit from other buildings. Mrs. Haudek asked how long a classroom would wait for heating, cooling and sanitary needs.

Mrs. Haudek expressed concern for not receiving a response from the individuals she originally contacted by email. Information came from chain of command and a person that was not directly involved in the original email. Mrs. Haudek indicated she elected the board members and is a dedicated employee with twelve years of service to the district. She works with the best educators, teaches the best students every day and is a proud parent. Mrs. Haudek stated she exercises her right to disagree with the decision to cut the building engineer position and the results it will have on the work environment, the students and her children. She stated transparency is important and believes district parents are unaware of this decision. Mrs. Haudek asked how the board expects to maintain good teaching staff, questioned how she will be held accountable for results in her classroom when such things are out of her control, and how it is expected that her children excel in buildings that are not properly maintained.

Mrs. Carol Peden of 316 S. Walnut, Mason, MI indicated she is a librarian at Alaiedon Elementary, a former Mason Public School parent and a tax payer. She stated that she has an awesome job that she loves. Mrs. Peden shared concern for helping children during conditions that will be created due to the lack of a full-time custodian. Examples given were ill children, fire drills, true emergencies, water pressure and boiler issues, paper towel refill, mopping of the lobby every day and other items not in the building engineer's job description. She indicated the custodian knows the idiosyncrasies of the building. Mrs. Peden asked as an employee, former parent and as a tax payer for the board to consider making cuts in other places and maintain the elementary building engineer.

Mrs. Rachel Smith of 823 Wolverine, Mason, MI addressed the board members. In the fall, Mrs. Smith will have three students attending Alaiedon Elementary. She stated that her family has had an excellent experience and they have had excellent teachers. Mrs. Smith is concerned that sickness would increase without a custodian to clean-up after illnesses. She shared concern for how a teacher can maintain order in the classroom while thoroughly cleaning-up vomit. Mrs. Smith feels teaching will be compromised in the classroom and agreed that student allergies will be an issue. She asked if someone could be to a classroom in a timely fashion for heating issues, etc. Mrs. Smith realizes that cuts need to be made and feels there are other ways to cut that will not affect the children's learning to this degree.

Mrs. Tiffany Henfling of 177 Primrose, Mason, MI is a teacher, parent and Mason homeowner. She indicated that Mason staff have yet to find out what the final staff reductions will be with less than one month from school starting. She stated it unimaginable to find out that her job may be lost. She said this will have impact on students. Mrs. Henfling asked that this matter be addressed promptly.

Mrs. Missy Mullaly of 1121 Cranbook Lane, Mason, MI addressed the board. Mrs. Mullaly is an Alaiedon parent and daily volunteer in the building. She is a witness to daily activities at Alaiedon and sees the importance of "Mr. Bob's" position. Mrs. Mullaly suggested that board members come to the building and witness what this daily job entails before final decisions are made. She shared concern for staff shortage in the gym during the lunch hour and stated the custodian barely has enough set-up and clean-up time for the lunch process. She encouraged the board members to shadow this position.

Mrs. Denis Green of 1922 South Eifert Rd., Mason, MI spoke to board members. Mrs. Green has been the night custodian at Alaiedon Elementary for five years. She is a parent of four children, a Mason business owner and a tax payer. Although not afraid of hard work, she stated that with the proposed cut she will be the only custodian at the building. She stated that Bob Hannay is a cool guy, the hardest worker in the whole district and a number one employee. Mrs. Green stated the board has made a wrong decision in cutting the day position because teachers are not equipped to deal with bloodborne pathogens. Mrs. Green asked the board to think about this decision and believes it should be about the students and not the bottom dollar.

Mrs. Karie Hoffstetter of 3741 Meijer Court, Mason, MI spoke to the board as a registered nurse and parent of two students attending Alaiedon Elementary. She stated that as a nurse she is concerned for the health and infection risks in the building without a daytime custodian. She believes it appalling to ask teachers to clean-up after illnesses and stated a need for someone to be present in the daylight hours. Mrs. Hoffstetter stated that asking others to go above and beyond their job duties will take away from teaching curriculum and children learning.

Mrs. Lori Moore of 3747 Meijer Court, Mason, MI agreed with previous comments. Mrs. Moore is a parent of two Alaiedon Elementary students, avid volunteer, substitute teacher, and has a child with special needs. Her child's 504 plan has daytime custodial duties included in the plan. She shared concern for allergen policies that include a custodian cleaning areas of food with special sprays. The clean-up of students eating breakfast in hallways prior to school will need to be addressed before the first day of school. Mrs. Moore stated she has also looked for support from the custodian during emergency drills, to unlock classroom doors and to inflate playground balls while working as a substitute teacher. The building engineer is an important part of the staff and serves many positions within the school. She indicated that custodial positions take expertise that other staff members do not have. Mrs. Moore hopes that the board is well aware of Alaiedon Elementary well and toilet issues. She was proud to see the facility planning meetings and is now disappointed as a parent to hear that there will no longer be a daytime custodian. She understands the district's struggles and hopes there is a different way to fulfill this hole.

Mrs. Gloria Allen of 283 Maple Run, Mason, MI addressed the board as a licensed foster parent of 16 years. She was concerned with staff members pay freezes when the Superintendent received an increase. Mrs. Allen believes the new Chief Financial Officer's wages were also increased. She shared her concern for paraprofessionals working with multiple children for wages at \$9.00 per hour. Mrs. Allen stated this doesn't seem fair and hopes the board will take this into consideration when asking parents, teachers and staff to make additional cuts. She asked the board to start making cuts at the top.

COMMUNICATIONS

Mr. Beebe stated a letter was received via email at 1:16 p.m. Other communication documents were directed to the Superintendent.

APPROVAL OF CONSENT AGENDA

Julie Rogers made and Kurt Creamer supported a motion to approve the consent agenda, including approval of minutes of the July 20, regular meeting; July 20, closed meeting; Personnel Report No. 3; Financial Report No. 4; including payment of General Fund bills in the amount of \$813,335.99, Food Service Fund bills in the amount of \$0.00, Student Activities Fund bills in the

amount of \$929.00, and Sinking Fund bills in the amount of \$4,880.00. All yes. Motion carried 5-0.

COMMITTEE AND SUPERINTENDENT REPORTS

Finance and Property

Middle school roof bids were reviewed by board of education members. Mr. Drzewicki stated that roof improvements have occurred within the district this summer. The board is asked to approve a bid to repair the roof at the middle school to be paid out of sinking fund dollars. Work is anticipated to be completed prior to school resuming. Mr. Drzewicki indicated the initial roof bids were better than originally expected.

Roof Bid – Middle School

Kurt Creamer made and Julie Rogers supported a motion to approve the middle school roof replacement bid from Superior Services, RSH, Inc., as presented. All yes. Motion carried 5-0.

Policy and Curriculum

The committee did not meet in June. The team asked for additional information regarding the out of state field trip to Washington, D.C. Mr. Curtis indicated that documentation requirement and questions were answered.

Out of State Field Trip – Washington, D.C.

Tom Curtis made and Julie Rogers supported a motion to approve the Out-of-State Field Trip to Washington, D.C., as presented. All yes. Motion carried 5-0.

Mrs. Rogers suggested additional information regarding fundraising be included in initial field trip request packets. Mr. McConeghy indicated fundraising for this field trip would be through a new company. He can provide the information to board members to review when it becomes available.

Policy #9005, Volunteers – 2nd Reading

The committee has worked for several months to define a district volunteer. The policy includes the definition and screening process.

Tom Curtis made and Julie Rogers supported a motion to approve Policy #9005, Volunteers, as presented. All yes. Motion carried 5-0.

INTRODUCTION OF OTHER MATTERS BY MEMBERS OF THE BOARD

Mr. Beebe presented to attendees. He indicated that what is seen on Facebook is not always true. He stated that a board member takes great umbrage to not respond quickly when it is stated that they don't care about students.

Mr. Beebe indicated that there will be custodial coverage at Alaiendon Elementary. He stated the board will continue to do the best that they can do. He stated the proposed cut has been open to discussion and was in the original list of reductions. The topic has been discussed at several meetings. He reminded the audience that we are one district and not one building.

Mrs. Fenger introduced herself as a board member and 5th grade teacher. In her teaching position the daytime custodian was cut five years ago with no additional support. She stated the transition

was not as terrible as originally anticipated. She indicated that coverage will be shared among buildings. She reassured the group as she has lived it.

INTRODUCTION OF OTHER MATTERS BY THE SUPERINTENDENT

Mr. Drzewicki introduced Food Service Director, Chris Salmon. A recommendation to contract with Aunt Millie's Inc. for bread for the 2015-16 school year was presented. Mrs. Salmon indicated that there was very little change in the vendor bid as compared to previous years.

Bread Bids

Julie Rogers made and Kurt Creamer supported a motion to award the contract to supply bread products for the 2015-16 school year to Aunt Millie's, Inc. for a contract total of \$11,885.00, as presented in Report No. 5. All yes. Motion carried 5-0.

Dairy Bids

Mr. Drzewicki introduced the multiple dairy bids. It is recommended that the district contract with Prairie Farms, Inc. They were the lowest bidder and is our current provider.

Julie Rogers made and Kurt Creamer supported a motion to award the contract to supply dairy products for the 2015-16 school year to Prairie Farms, Inc. for a contract total of \$94,768, as presented in Report No. 6. All yes. Motion carried 5-0.

Winter Tax Certification

Mrs. Wald distributed L4029 documents to the group. She indicated the rates remain the same as the previous year.

Julie Rogers made and Kurt Creamer supported a motion to approve the 2015 winter tax levy, as presented. All yes. Motion carried 5-0.

Mr. Drzewicki spoke to the board regarding the custodial apprehensions at Alaiedon Elementary. Currently the district has a full-time day and evening custodians in all three elementary buildings. The plan is to look at staffing levels in all buildings and reassess and assign duties to provide the best coverage for our school district. He stated needs will be met at all elementary schools. Mr. Drzewicki stated the district is fortunate to have great custodians, building engineers and maintenance employees. Great employees will be asked to step-up in every area of the school district. He applauded the board for avoiding privatizing janitorial services and asked for continued cooperation and input. Staff members and parents should contact Alaiedon Elementary Principal, Lisa Francisco, Human Resources Director, Rick Brooks or the Superintendent, Ronald

Drzewicki if it is noted that tasks are not being completed or with ideas for improvement. Mr. Drzewicki stated the district is getting organized as quickly as possible and Kevin Doty and Rick Brooks are working on a janitorial plan.

PUBLIC REQUESTS/COMMENTS

Dr. Scott Koenigsknecht, Superintendent of Ingham Intermediate School District introduced himself. He started his role as ISD Superintendent on July 1, 2015. Dr. Koenigsknecht stated the ISD is focus driven and he looks forward to creating a partnership with Mason Public Schools. Dr. Koenigsknecht will continue to visit the board of education and make known the many services available through Ingham Intermediate School District.

Penny Haudek of 869 Stag Thicket Lane, Mason, MI stated she appreciates Mr. Drzewicki addressing concerns stated and values that there is a plan being formulated. Mrs. Haudek

addressed the board president. She restated an earlier point that responses should come from those first communicated with. She said that although information was listed on the district webpage and procedures were followed, final plans for what would become of that position were not clearly communicated. Mrs. Haudek said if there are proper channels to go through, then this room doesn't know what they are. She agrees with the board that Facebook is poor way of communicating. She asked the board what the proper channels of communication would be. She stated the reality of the situation is that the teachers have the union and parents have Facebook. She suggested the groups work with the board of education and lines of communication be open for the good of Mason Public Schools.

Mr. Jerry Swartz, temporary UniServ Director working with the Michigan Education Association complimented the negotiation teams for a positive demeanor while working through the process of doing more with less. Mr. Swartz said it was an extremely enjoyable experience to work with Mason's professionals. He is impressed with the community discussion regarding how to reinvest in Mason Public Schools. Mr. Swartz stated his temporary assignment has been a privilege and reiterated that Mason has a "dynamic team of professionals." Mr. Swartz looks forward to seeing how things develop.

Mr. Drzewicki stated that Mr. Swartz was instrumental in helping through the difficulties of negotiating contracts.

CLOSED SESSION

Julie Rogers made and Tom Curtis supported a motion to enter into closed session for the purpose of negotiations and personnel evaluation. Roll Call Vote: Yes – Beebe, Creamer, Curtis, Fenger, Rogers; No – None. Motion carried 5-0.

The Board entered closed session at 7:58 p.m.

The minutes of the closed session are on file in the Superintendent's office as provided by P.A. 167 of the Public Acts of 1976.

Board returned to open session at 10:27 p.m.

APPROVAL OF SUPERINTENDENT EVALUATION

Julie Rogers made and Kurt Creamer supported a motion to approve the superintendent evaluation, as presented. All yes. Motion carried 5-0.

Mr. Beebe stated that the board is satisfied with Mr. Drzewicki's performance.

INGHAM CLINTON EDUCATION ASSOCIATION – MEA/NEA TENTATIVE AGREEMENT

Mr. Tom Curtis abstained from discussion and voting on the matter. He stated his wife is part of the bargaining unit.

Julie Rogers made and Kurt Creamer supported a motion to approve the Ingham Clinton Education Association – MEA/NEA Tentative Agreement, as presented. All yes. Motion carried 4-0.

Mr. Beebe feels the district is moving in the right direction and thanked all members of the bargaining team.

MASON ASSOCIATION OF EDUCATIONAL ASSISTANTS – MEA/NEA TENTATIVE AGREEMENT

Julie Rogers made and Kurt Creamer supported a motion to approve the tentative agreement between the Mason Association of Educational Assistants and the Board of Education of Mason Public Schools, as presented. All yes. Motion carried 5-0.

Mr. Beebe thanked the members that served on the bargaining team.

TRANSPORTATION EMPLOYEES ASSOCIATION OF MASON TENTATIVE AGREEMENT

Julie Rogers made and Kurt Creamer supported a motion to approve the tentative agreement between the Transportation Employees Association of Mason, as presented. All yes. Motion carried 5-0.

Mr. Beebe thanked the members that served on the bargaining team.

PUBLICLY FUNDED HEALTH INSURANCE CONTRIBUTION ACT, ACT 152 OF 2011

Mason Public Schools, Ingham County, Michigan (the “District”).

A regular meeting of the Board of Education of the District was held in the board room on the 10th day of August, 2015, at 7:00 o'clock p.m.

The meeting was called to order at 7:00 o'clock, p.m. by President Ralph Beebe.

Present: Ralph Beebe, Julie Rogers, Laura Fenger, Kurt Creamer, Tom Curtis

Absent: Becky Brimley, Laura Cheney

The following preamble and resolution were offered by Member Julie Rogers and supported by Member Tom Curtis:

WHEREAS, the Publicly Funded Health Insurance Contribution Act, Act 152 of 2011 (the "Act"), was filed with the Secretary of State on September 27, 2011 and became immediately effective on that date; and

WHEREAS, Section 4(1) of the Act allows this Board of Education to comply with requirements of Sections 3 and 4 of Act by limiting the District’s total annual costs of the medical benefit plans it offers or contributes to for its eligible employees (and their eligible dependents) to not more than eighty percent (80%) of the total annual costs of all such medical benefit plans, as defined in Section 2(e) of the Act. "Total annual costs" includes premium or illustrative rates of the medical benefit plans, and all District payments for reimbursement of co-pays, deductibles, and payments into health savings accounts, flexible spending accounts, or similar accounts used for health care; and

WHEREAS, the District makes premium contributions for one or more medical benefit plans on behalf of its eligible employees (and their eligible dependents); and

WHEREAS, this Board of Education has determined to comply with the Act for the initial medical benefit plan coverage year beginning on or after July 1, 2015 by paying not more than eighty percent (80%) of the total annual costs of all medical benefit plans offered by this District or for which this District makes contributions for its eligible employees (and their eligible dependents) as an alternative to compliance with the requirements of Section 3 of the Act.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The District declares that beginning with the initial medical benefit plan coverage year occurring on or after July 1, 2015 and through June 30, 2016, it shall comply with the Publicly Funded Health Insurance Contribution Act by limiting its expenditures for medical benefit plans to not more than eighty percent (80%) of the total annual costs of all medical benefit plans it offers or contributes to for its eligible employees (and their eligible dependents). The District reserves the right to allocate the employees' share of these total annual costs of the medical benefit plans among employees of this School District as it sees fit.

2. Unless this Board of Education further extends its decision to comply with the Act by establishing the eighty percent (80%) contribution limit as permitted in Section 4 of the Act, the requirements of Section 3 of the Act shall become effective on July 1, 2015.

3. The President and Secretary of this Board of Education are hereby authorized and directed to execute any and all documents which are necessary for the District to comply with the requirements of the Act and to implement this resolution of the Board of Education.

4. All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution be and the same are hereby rescinded.

Ayes: 5

Nays: 0

Resolution declared adopted.

Secretary, Board of Education

The undersigned, duly qualified and acting Secretary of the Board of Education of the Mason Public Schools, Ingham County, Michigan (the "District"), hereby certifies that the foregoing constitutes a true and complete copy of a resolution adopted by said Board of Education at a regular meeting held on August 10, 2015, the original of which is part of the Board's minutes. The undersigned certifies that notice of the meeting was given to the public pursuant to the provisions of the Michigan Open Meetings Act, 1976 PA 267, as amended.

Secretary, Board of Education

APPROVAL OF CONTRACT FOR CHIEF FINANCIAL OFFICER

Mr. Beebe stated that the two year contract will be at a 0% increase. Wages and benefits will remain as they are currently.

Kurt Creamer made and Julie Rogers supported a motion to approve the contract for chief financial officer, as presented. All yes. Motion carried 5-0.

APPROVAL OF CONTRACT FOR HUMAN RESOURCE DIRECTOR

Mr. Beebe reiterated that the two year contract will be at a 0% increase. Wages and benefits will remain as they are currently.

Julie Rogers made and Tom Curtis supported a motion to approve the contract for human resource director, as presented. All yes. Motion carried 5-0.

ADJOURNMENT

Julie Rogers made and Kurt Creamer supported a motion to adjourn the meeting at 10:32 p.m.

Laura Fenger
Secretary