



# **MONROE PUBLIC SCHOOLS**

**BOARD MEETING #21**

**November 25, 2014**

**7:00 p.m.**

## **BOARD OF EDUCATION**

**MR. ROBERT YEO, PRESIDENT**

**MR. LAWRENCE VANWASSHENOVA, VICE-PRESIDENT**

**MS. WENDY SPICER, SECRETARY**

**DR. TEDD MARCH, PARLIAMENTARIAN**

**MR. AARON N. MASON, TRUSTEE**

**MR. RYAN PHILBECK, TRUSTEE**

**MRS. CYNTHIA TAYLOR, TRUSTEE**

**SUPERINTENDENT OF SCHOOLS**

**DR. BARRY N. MARTIN**

*“Monroe Public Schools is committed to being the premier education organization in the region. We are devoted to promoting high expectations for all in a state-of-the-art 21st century curriculum. We recognize that the students and communities we serve are our customers, and we promise to make all decisions in their best interest.”*

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**Prepared by the Office of the Superintendent, Gayle Lambert, Secretary**

**MONROE PUBLIC SCHOOLS BOARD OF EDUCATION**

Board Meeting #21  
Tuesday, November 25, 2014  
**7:00 p.m.**

**AGENDA**

**Page**

<b>A. Roll Call and Call to Order</b>	Mr. Yeo	1
1. Pledge of Allegiance to the Flag	Mr. Yeo	
2. Red Cross Award – MMS Student	Dr. Martin	
<b>B. Public Commentary – Agenda Items Only</b>	Mr. Yeo	
<b>C. Discussion and Action Items</b>		
1. <b>Approval of Minutes</b>	Mr. Yeo	2
Move to approve the minutes of the following meetings as submitted:		
• November 11, 2014, Board Meeting #20		
• November 11, 2014, Closed Meeting		
2. <b>Reports and Updates</b>	Mr. Yeo	9
a. Board Curriculum Committee Meeting Minutes (October 20 and November 17, 2014)		
b. Board Policy Committee Meeting Minutes (November 13, 2014)		
c. Informational Report – Contracted Services and Contracted Coaches		
3. <b>Teacher Appointment</b>	Dr. McLeod	15
Move to approve the appointment of Rachel Kowalczyk as a teacher with Monroe Public Schools effective December 1, 2014, and place on the appropriate salary level as contained in the Master Agreement, and upon completion of all pre-employment requirements.		
4. <b>Staff Resignation</b>	Mrs. Everly	17
Move to approve the resignation from Monroe Public Schools of Tracy DeBlair effective December 1, 2014.		
5. <b>Board Policy Section 6000 – First Reading</b>	Dr. Martin	19
Move to approve Board Policy Section 6000 Negotiations as a first reading.		

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|--|------------|----|
| <b>6. Reinstatement Committee Recommendation</b><br>Move to approve the recommendation of Monroe Public Schools Reinstatement Committee that Student #1 be reinstated to Orchard Center High School and student #2 be reinstated. If approved, this will be effective immediately. | Dr. McLeod | 28 |
| <b>7. Superintendent's Comments</b>  | Dr. Martin |    |
| <b>8. Old Business</b>   | Mr. Yeo    |    |
| <b>9. New Business</b>   | Mr. Yeo    |    |
| <b>10. Public Commentary – Any Topic</b>   | Mr. Yeo    |    |
| <b>11. Adjournment</b><br>Move that the November 25, 2014, Board Meeting #21 of the Monroe Public Schools Board of Education be adjourned.   | Mr. Yeo    | 29 |

**ROLL CALL**

	<u>Present</u>	<u>Absent</u>
Dr. March	_____	_____
Mr. Mason	_____	_____
Mr. Philbeck	_____	_____
Ms. Spicer	_____	_____
Ms. Taylor	_____	_____
Mr. VanWasshenova	_____	_____
Mr. Yeo	_____	_____

**APPROVAL OF MINUTES**

**ENCLOSURES**

- November 11, 2014, Board Meeting #20 Minutes

**RECOMMENDATION**

Move to approve the following minutes as submitted:

- November 11, 2014, Board Meeting #20
- November 11, 2014, Closed Meeting

**MOTION:** \_\_\_\_\_ **SUPPORT:** \_\_\_\_\_ **ACTION:** \_\_\_\_\_

	<u>Aye</u>	<u>Nay</u>	<u>Abstain</u>	<u>Absent</u>
Dr. March	_____	_____	_____	_____
Mr. Mason	_____	_____	_____	_____
Mr. Philbeck	_____	_____	_____	_____
Ms. Spicer	_____	_____	_____	_____
Ms. Cynthia Taylor	_____	_____	_____	_____
Mr. VanWasshenova	_____	_____	_____	_____
Mr. Yeo	_____	_____	_____	_____

**MONROE PUBLIC SCHOOLS BOARD OF EDUCATION**

Board Meeting #20

November 11, 2014

**7:00 p.m.**

**MINUTES**

**Roll Call and Call to Order**

Board Members Present: President Robert Yeo, Vice President Lawrence VanWasshenova, Secretary Wendy Spicer, Parliamentarian Dr. Tedd March, Trustee Aaron N. Mason, and Trustee Ryan Philbeck

Board Members Absent: None

Administrators Present: Barry Martin, Julie Everly, Ryan McLeod, Katherine Eighmey, Jerry Oley, David Payne

Administrators Absent: None

President Yeo called the meeting to order at 6:58 p.m.

A moment of silence was held in remembrance of June Knabusch-Taylor.

**Public Commentary-Agenda Items Only**

Dale DeSloover discussed the procedure to replace Mrs. Knabusch-Taylor for the remainder of her term. Mr. DeSloover expressed concern with a portion of the Mulligan's contract.

Selma Rankins commented on the new hires, feels kids are not learning, and discussed MEAP scores from 2009-10.

**Closed Session**

Motion by Mr. Philbeck; support by Dr. March to convene in closed session upon written advice of counsel, Section 8(h) of the Open Meetings Act.

Vote: Motion carried by a 6-0 roll call vote at 7:15 p.m.

**Adjournment of Closed Session and Reconvene**

Motion by Mr. Mason; support by Mr. Yeo that the closed session adjourn and the 7:00 p.m. November 11, 2014, Board Meeting #20 reconvene.

Vote: Motion carried by a 6-0 hand vote at 7:40 p.m.

**Approval of Minutes**

Motion by Mr. VanWasshenova; support by Mr. Philbeck to approve the minutes of the following meetings as submitted:

- October 21, 2014, Board Work Session
- October 21, 2014, Board Meeting #19
- October 28, 2014, Special Board Meeting (4 sets)
- October 28, 2014, Closed Meeting (3 sets)

Vote: Motion carried by a 6-0 roll call vote.

**Reports and Update**

The November 3, 2014, Board Personnel Committee Meeting Minutes and the Informational Report – Contracted Services Recommendations were received.

**Appointment of Board Secretary**

Motion by Mr. Yeo; support by Dr. March to appoint Wendy Spicer as Secretary of the Monroe Public Schools Board of Education for the remainder of the 2014 calendar year.

Vote: Motion carried by a 6-0 roll call vote.

**Consent Agenda – Exempt Employee Appointments**

Motion by Mr. VanWasshenova; support by Ms. Spicer that Agenda Items C.6 and C.7 be considered as a Consent Agenda, and that the consent agenda items be approved as recommended.

- C.6 Move to approve the appointment of Robert Kennedy as a Level 2 Computer Technician for the 2014/15 school year effective November 12, 2014, and place on the appropriate salary level for this position, upon completion of all pre-employment requirements.
- C.7 Move to approve the appointment of Michael Reaume as a Level 2 Computer Technician for the 2014/15 school year effective November 12, 2014, and place on the appropriate salary level for this position, upon completion of all pre-employment requirements.

Discussion: Mr. Kennedy and Mr. Reaume are part-time employees moving to full-time positions that were previously vacated. Mr. Payne stated they are great additions to the department and is happy to offer them full-time positions.

Vote: Motion carried by a 6-0 roll call vote.

**Teacher Appointment**

Motion by Mr. VanWasshenova; support by Ms. Spicer to approve the appointment of Christopher Dominguez as an alternative high school teacher with Monroe Public Schools effective November 24, 2014, and place on the appropriate salary level as contained in the Master Agreement, and upon completion of all pre-employment requirements.

Vote: Motion carried by a 6-0 roll call vote.

**Maintenance Appointment**

Motion by Mr. VanWasshenova; support by Mr. Yeo to approve the appointment of Tom Bell as a Classification 2 Maintenance with Monroe Public Schools effective November 18, 2014, and place on the appropriate salary level as contained in the Master Agreement, and upon completion of all pre-employment requirements.

Vote: Motion carried by a 6-0 roll call vote.

**Approval to Extend Custodial Service Agreement**

Motion by Mr. Mason; support by Mr. Philbeck to accept the Custodial Cleaning Services Agreement with Mulligan's Building Maintenance for two years, expiring June 30, 2016.

Discussion: Mr. VanWasshenova is concerned with the increases and would like to see the contract rebid in two years. Mrs. Eighmey stated that savings to the district increases each year through attrition. Currently, Mulligan's employs less than 50 people. If the company exceeds 50 employees, his costs would increase because of the requirements of the Affordable Care Act, therefore the contract provides the opportunity to renegotiate in the event the company reaches 50 employees.

Vote: Motion carried by a 5-1 roll call vote. Ms. Spicer voted no.

**Highway Easement and Consent to Grade - Waterloo**

Motion by Mr. VanWasshenova; support by Mr. Mason to approve the request from the Michigan Department of Transportation for Consent to Grade for the property in front of Waterloo School as well as a property easement. The state will pay the district \$500 for the grading and \$2,000 for the highway easement.

Discussion: The State of Michigan, through a grant they received, wants to add additional equipment to the crosswalk in front of Waterloo School. There will be no cost to the district and MDOT will maintain the equipment.

Vote: Motion carried by a 6-0 roll call vote.

**Energy Management Upgrades – Raisinville and MHS**

Motion by Mr. VanWasshenova; support by Mr. Philbeck to accept the bid from Control Systems of Ohio, of Sylvania, Ohio, for \$13,351.00 for the energy management upgrades for Raisinville Elementary School and Monroe High School. Money for this purchase will come from the Site Sinking Fund.

Vote: Motion carried by a 6-0 roll call vote.

**Monroe High School CTE Robotics Purchase**

Motion by Mr. VanWasshenova; support by Ms. Spicer to approve the purchase of robotics workstation equipment from Questech for MHS CTE at the cost not to exceed of \$8,545.00 and will be paid from MPS Perkins Grant funds.

Vote: Motion carried by a 6-0 roll call vote.

**Superintendent Comments**

Over the past two weeks our instructional staff and some members of our support staff have been involved in ongoing professional development to enhance both their instructional and leadership skills. Lucy West has continued her work with teachers, coaches and administrators to strengthen their instructional skills and create classroom environments that are sensitive to the needs of all students and provide structured and meaningful classroom conversations and activities. Dan Newby has been in the district the past few days continuing his work with administrators, helping them to become familiar with how understanding their physical being is important to the way they relate to others, and provide leadership to others. Both of these people have provided great insight and support for our teachers, administrators and support staff, helping to make them more effective in the work they do for our students. I want to thank Mrs. Everly and Dr. McLeod for their work in delivering this professional development in the district.

Today is Veterans' Day and on behalf of the school district, I want to thank anyone here today or anyone who is part of our school district and community who is a veteran for their service and sacrifice as members of the armed forces of the United States. We are very proud of your contributions to our freedom and safety.

Just a reminder, that Wednesday is an early release day.

**Old Business**

Motion by Mr. Mason; support by Mr. Philbeck to waive the portion of Board Policy requiring advertising and interviewing for the appointment of the empty Board seat of June Knabusch-Taylor resulting from her recent passing. Said motion also forgoes the requirement of readings and is specific for this Board appointment only.



Discussion: Mr. VanWasshenova feels that this violates board policy. He prefers to amend the policy and add a third paragraph to the policy stating that in a case such as this, we don't have the interview process. Mr. Mason's view is this waiver is technically amending the policy just for this case. He agrees that the policy should be updated with this information, but it would be more appropriate to go through the policy committee.

Vote: Motion carried by a 5-1 roll call vote. Mr. VanWasshenova voted no.

Motion by Mr. Mason; support by Mr. Yeo to appoint Cynthia Taylor to the empty Board seat for the remainder of the 2014 calendar year.

Vote: Motion carried by a 6-0 roll call vote.

Mr. Mason suggested that we need a plan for the several pieces of vacant land the district currently holds. In particular, the large piece of land where Lincoln School once stood. These are assets of the district that are just sitting there. One example would be to have our construction trades students design a plan for the property. Put something new there that helps the neighborhood and the school system. If it is a house or houses, it would be a better tax base and it can revitalize the neighborhood. Maybe include a park that could be dedicated to the neighborhood. Even though the costs to maintain the properties are minor, they add up over time.

Mr. Mason believes we need a training session, especially with our new board members, on the rules of the Open Meetings Act. Mr. Yeo agreed and encouraged Dr. Martin to contact Jeremy to set up a training session.

### **New Business**

There was none at this time.

### **Public Commentary-Any Topic**

Dale DeSloover expressed concern about an item that was part of the board personnel committee meeting minutes regarding Dr. Martin's ability to give Mr. Oley human resource duties without board approval.

Mr. Yeo explained what he meant when he used the term business in the personnel committee meeting. He feels we need to take a business approach to some of the decision-making in the district. We are in the business of education. He encouraged employees and community members to contact him if they ever have a concern with a comment he has made.

Dr. Martin stated that the various board committees are occasions for administration to present ideas and make proposals, and get input from board members. Administration can rework items and/or reconsider ideas based on input from board members. There were concerns that were expressed at the last personnel committee meeting. We continue to work on this plan and nothing has been finalized.

Ms. Spicer thanked Mr. DeSloover and Mr. Yeo for their comments. Ms. Spicer thinks that when the board and/or administration make decisions, we don't think through the ramifications and the consequences of those decisions. She has been approached by many employees and they are very concerned about personnel issues. She doesn't know what other board members think about recent decisions on how to carry forward on some issues. If employees feel there is an issue, she thinks the board has an obligation to meet and hear everyone's comments. Any decision that has a huge impact on the district, our board members need to be heard among each other; and we need to listen to what the

community and employees have to say. Ms. Spicer feels the board hasn't had good, frank discussions on some decisions and she has felt left out.

Mr. Mason feels there's a deep interaction going on with part of the board and administration. When something comes to the board they get a glossed kind of version and they don't know all that is going on in the district. Information is disseminated to the board, but he doesn't think it's a complete picture of what's really going on. He feels sometimes there are things he's not aware of when he votes, but finds out afterwards. The board would function a lot better as a whole if all information was disseminated to all board members. Mr. Mason feels in his earlier terms that he received more information about things that were going on behind the scenes than he does now. He feels this should be improved upon.

Ms. Spicer feels the board should have a policy that if anyone in the district has a concern or wants to give us information, we as a board should hear it. Mr. Philbeck agreed and stated that we have open meetings that anyone can attend, and board members can be contacted through email or by phone. Ms. Spicer said that if an employee has a problem and they don't feel they can go to their supervisor, the board should be a resource so they can be heard; and if it's a big issue, the board should take that into consideration before making a decision or voting on something.

Mr. Rankins appreciates Ms. Spicer's comments.

Cindy Taylor stated that people need to feel comfortable to approach a board member without fear of retaliation. Some are frightened of their principals, the people who evaluate them, and the higher-ups. People used to go to work and enjoy what they do – she feels that's disappearing from Monroe Public Schools. Some things that are being done at the state are out of our hands, but we need to get back to respecting and caring about one another in order to give our best to the children.

Chantele Henry agrees that a lot of education should be run like a business. This is a large decision and shouldn't be made quickly, because that would make it very difficult for Mr. Oley. When decisions are made like this it sets precedence and it affects trust.

Mr. Mason said the personnel minutes were really brief in what he said. There was more to his objections than the degree issue. It was a morale issue; it was about trying to attract talent. We are a large organization that should be able to attract someone to the HR position who has experience.

Mr. Philbeck thinks we shouldn't hesitate to institute an HR position because of the support from some board members and the public; and we should do it as soon as possible.

Mr. Yeo feels bad for Mr. Oley this evening. Mr. Oley didn't ask for this position. Mr. Yeo doesn't disagree with some of the comments, but is sad that one of our administrators had to endure the comments this evening. No decision has been made and it is sad how this grew out of control.

Mr. Mason also said in the personnel meeting that based on Mr. Oley's role in the district when compared to private industry, his current compensation package is well below industry standards. If it's felt that he's under compensated, it should be addressed in a separate issue; Mr. Mason is not comfortable packaging it up into one position and asked who's idea it was originally.

Dr. Martin stated that the administrative team is still looking at options and considering what is best for the district. Whatever administration recommends to the board will be in the best interest of the students.

He understands there are a lot of concerns, and the administrative team needs more time to talk about options and come up with a solution that will best serve the needs of students.

**Adjournment**

Motion by Mr. VanWasshenova; support by Mr. Philbeck that the November 11, 2014, Board Meeting #20 of the Monroe Public Schools Board of Education be adjourned.

Vote: Motion carried by a 6-0 hand vote at 8:57 p.m.

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**Wendy Spicer, Secretary**

## **REPORTS AND UPDATES**

### **BOARD COMMITTEES/OTHER REPORTS**

- Board Curriculum Committee Meeting Minutes (October 20 and November 17, 2014)
- Board Policy Committee Meeting Minutes (November 13, 2014)
- Informational Report – Contracted Services and Contracted Coaches

## Monroe Public Schools Board Curriculum Committee



**Date of Meeting:** October 20, 2014  
**Next Meeting:** November 17, 2014

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- 1) **Call to Order:** Julie Everly called the meeting to order at 5:05 p.m.
- 2) **In attendance:** Jeff Brown, Ian Cooke, Mary Ann Cyr, Kim Diven, Julie Everly, Bill Ferrara, Robert Kennedy, Ryan McLeod, Brian Ready, Lauren Rhoades, Larry VanWashenova
- 3) **Public Commentary:** None
- 4) **Update on Exploring International Baccalaureate - Raisinville:** Student centered philosophy with an inquiry based and integrated cross curricula focus. Twelve staff members have visited IB schools in Oxford and Bloomfield Hills. Six month timeline to possible implementation before going in front of board of education in March. In line with school improvement plan and would create a network of schools with Monroe and serve as possible competitive advantage. Immersion in a second language. Students are responsible for doing a service project and they also participate in an international project by reaching out to other students by Skype or email, this gives the students a broader sense of globalization.
- 5) **Computer Game Design:** Monroe High School would like to expand their class offerings and possibly include this as a full curriculum adoption. As they started investigating computer game design they quickly realized they needed to call in additional people to help guide them. Robert Kennedy, MPS Technology Dept. and experienced game builder, has assisted in helping them figure out what is needed. Robert has located a company that is expanding a game design curriculum that they are looking at closely. They hope to make this a new CTE program and be able to offer this to students. The software and curriculum are both free, and this will be a good starting point for the class. There are no prerequisites for this class and it will run one trimester.
- 6) **School Store MHS:** Lauren Rhoades and Jeff Brown presented the school store and what their business model is for student employees and responsibilities. Originally, this was a program in the marketing department. Now they would like to see it shared with

the business group and finance. They are hoping to market and advertise and get other groups involved.

The moderately and cognitively impaired ISD students need classes with real world work experience. They also need to have a sense of accomplishment and self-worth and social opportunities with their peers. It is greatly beneficial for the MOCOG students to gain business and customer service experience so they can work and have some experience to build on.

A variety of students will make items that will be sold at the school store and the proceeds will go into the club account for the purchase of more materials and items.

In addition to other items, food and drinks, school supplies and spirit wear are the anticipated retail items. They also hope to have a catalog of larger items that can be ordered.

They will be opening next month and hope to be completely open by Christmas. Basketball games, parent teacher conferences and lunch time are the targeted school store hours of operation.

- 7) **Summer Learning Academy:** Brain Ready, along with Ryan McLeod and Julie Everly, presented the data for SLA. Elementary students lose most in reading and math skills on average for the summer learning loss. Low income youths lose approximately 2.3 months in reading. If students are struggling in reading, they are most likely struggling in math. Summer learning losses have later in life consequences, including high school curriculum placement, high school dropout, and college attendance. Statistics have shown SLA prevents further loss.
- 8) **Elementary Report Card Revision:** There are a variety of people working towards the revision of the elementary report card. There won't be a lot of content revision for the report card. Visually it will be very different and there will be an area to reflect the pre and post assessments given at the beginning and end of each trimester. The goal is to have this finished for the first trimester marking period.
- 9) **Old Business:** None
- 10) **New Business:** None
- 11) **Adjournment:** Julie Everly adjourned the meeting at 6:55 p.m..

## Monroe Public Schools Board Curriculum Committee



**Date of Meeting:** November 17, 2014  
**Next Meeting:** December 15, 2014

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- 1) **Call to Order:** Julie Everly called the meeting to order at 5:03.
- 2) **In Attendance:** Kim Diven, Julie Everly, DJ Freese, Tedd March, Ryan McLeod, Selma Rankins, Sara Staten, Larry VanWasshenova
- 3) **Public Commentary:** Mr. Rankins stated that he hopes he lives long enough and sees enough improvement so he won't have to come to meetings like this one. May 18, 1954, was a very important date in our history with Brown vs. Board of Education and the determination that all students need to be educated equally.
- 4) **Genius Hour - MHS:** Two of our high school teachers, Ms. Staten and Mr. Freese, presented the "Genius Hour" and how it is incorporated into a daily/weekly routine. Genius Hour was created through corporations that support and encourage their employees to research and create things they are interested in. Employees spend 80% of their time on their regular job duties and 20% of their time creating, researching, and developing items of interest. Some very well-known items have come from this business model, such as stick-it notes and Gmail.

Choice, learning, self-efficacy, growth mindset, peer, community, and teacher support are all things that have grown from the "Genius Hour." Students choose their own mentor and the item they would like to research, change, or create. The projects have been varied and quite diverse. They include a proper nutrition pizza, creating new games, and community service projects. Students were allowed to pick their own group to work with. All students were encouraged to pick something they were interested in, not who their friends were, or they could choose to work on their own.

This has helped to better focus our targeted instruction and intervention. We would like to see the Genius Fair launched, explore community partnership opportunities, and explore options for credit recovery and/or testing out alternatives. This program dissolves the barriers between the subject areas. We would also like to continue to vertically align our program from elementary to middle school and then to high school.

We have seen the students are more plugged into their full week. Even though one day a week is dedicated to working on their Genius Hour project they have seen the students implementing it into their full week at school and also after school.

A question was asked if attendance has been noticed or tracked to see if it has increased for the students. The teachers haven't done a specific study of the attendance, but they have a sense it has increased.

- 5) **Elementary Report Card – Update:** Examples of the new report card format were shared and the items that have been changed were pointed out. The majority of the information in the report card is exactly the same but it will now be easier to read and is in booklet form. All the information in the booklet is a culmination of multiple teachers, school improvement coaches, secretaries, technology staff, proofing changing and updating.

We hope in the near future to have Pearson Inform “talk” to the report card so the teachers won't have to put assessments in multiple areas.

- 6) **Old Business:** None

- 7) **New Business:** Mr. Rankins brought up the idea that all of our girls and boy sports teams should play SMCC and he would like to see the football teams play each other.

Larry VanWasshenova requested clarification on how teachers are evaluated. The Charlotte Danielson Rubric for teacher evaluations was presented and discussed. Julie and Ryan discussed the different areas of the rubric and how the teachers are ranked. There has been training for the administrators so everyone is on the same page when doing a teacher evaluation.

- 8) **Adjournment:** Julie Everly adjourned the meeting at 6:20 p.m.



**Informational Report**  
**Contracted Services Recommendations**

To update you on the Temporary School Staff employees who are assigned to our district:

We have received a letter of resignation from Zac Beaudry from his Transportation Utility Worker position effective 11/18/2014. This position is currently posted and replacement candidate is being sought.

Custer school is in the process of reviewing candidates for their new School Climate Liaison position.

**Informational Report**  
**Contracted Coaches**

**The following coaches will be placed in the listed positions below by Temporary School Staff, Inc. upon completion of criminal history verifications for the 2014/15 school year:**

Last Name	First Name	Title	Sport	School	Season
Mayes	Jordan	Coach	Wrestling – JV	MHS	Winter
Whitlow	Blaine	Coach	Boys Basketball – Freshman	MHS	Winter

Note: Lofton Kelley was original approved as the Freshman Boys Basketball Coach, however he has now resigned.

**The following coaches will be placed in a paid volunteer coach position upon completion of criminal history verifications for the 2014/15 school year:**

Last Name	First Name	Title	Sport	School	Season
Lawlor	Ryan	Asst. Coach	Hockey	MHS	Winter
Parker	Bryant	Asst. Coach	Hockey	MHS	Winter

**TEACHER APPOINTMENT**

**BACKGROUND**

On behalf of the administration I am recommending the appointment of Rachel Kowalczyk as a teacher with Monroe Public Schools. Ms. Kowalczyk will be assigned as a social studies teacher at Monroe Middle School for the 2014/15 school year.

Ms. Kowalczyk holds a bachelor’s degree from Eastern Michigan University majoring in history/social studies and a master’s degree from Eastern Michigan University majoring in K-12 leadership. Ms. Kowalczyk was most recently employed by EduStaff and assigned to Monroe High School in an intervention position.

Members of the interview panel were: Cindy Flynn, principal; Lynn Colturi, Doug Knight, and Jill Wilson, teachers; and Stefanie McLeod, parent.

**ENCLOSURE**

Resume

**RECOMMENDATION**

Move to approve the appointment of Rachel Kowalczyk as a teacher with Monroe Public Schools effective December 1, 2014, and place on the appropriate salary level as contained in the Master Agreement, and upon completion of all pre-employment requirements.

**MOTION:** \_\_\_\_\_ **SUPPORT:** \_\_\_\_\_ **ACTION:** \_\_\_\_\_

	<u>Aye</u>	<u>Nay</u>	<u>Abstain</u>	<u>Absent</u>
Dr. March	_____	_____	_____	_____
Mr. Mason	_____	_____	_____	_____
Mr. Philbeck	_____	_____	_____	_____
Ms. Spicer	_____	_____	_____	_____
Mrs. Taylor	_____	_____	_____	_____
Mr. VanWasshenova	_____	_____	_____	_____
Mr. Yeo	_____	_____	_____	_____

Rachel Kowalczyk

**Certifications**

Social Studies RX 6<sup>th</sup>-12<sup>th</sup> grade  
History CC 6<sup>th</sup>-12<sup>th</sup> grade  
K-12 Administration and Leadership

**Work History**

**Social Studies/Math Interventionist**  
Monroe Public Schools, High School  
901 Herr Road Monroe, MI 48161 734-265-3400  
August 2014- Present

- Identify and provide interventions for at risk students
- Collaboratively create, implement, and monitor the after school tutoring program
- Communicate effectively with administration, instructional staff, support staff, parents, and students
- Facilitate the MAS (U of M Maximize Academic Success) program at MHS

**Dean of Academics**

Advanced Educational Staffing (Old Redford Academy)  
18470 W. Ten Mile Rd. Southfield, MI 48075 248-552-7301  
April 2014-June 2014

- Similar to Vice Principal position
- Monitor all academic affairs in the middle school setting
  - Scheduling, Student Grades, Title I, Special Education, After School Programs
- Observed and evaluated instructional and support staff
- Maintain student data files
- Conference with students and families pertaining to academic issues
- Lead the School Improvement Committee

**Social Studies Teacher**

Advanced Educational Staffing (Old Redford Academy)  
18470 W. 10 Miles Rd. Southfield, MI 48075 248-552-7301  
August 2009- August 2013

- Collaboratively create, implement, and reflect on rigorous lesson plans
- Follow the Michigan Curriculum and implement Common Core Standards
- Maintain an effective learning environment
- Communicate effectively with staff, parents, and students
- Member of the School Improvement Committee
- After School Tutor
- Member of the Social Committee
- Lead staff member on the Project based learning committee
- Student Council facilitator

**References**

[Redacted references]

**STAFF RESIGNATION**

**BACKGROUND**

We have received a letter of resignation from **Tracy DeBlair** for the purpose of other employment. Ms. DeBlair has been employed as a secretary with Monroe Public Schools for the past 8 years. She was most recently assigned to Waterloo Elementary. Her resignation is effective December 1, 2014.

**ENCLOSURE**

Letter of Resignation

**RECOMMENDATION**

Move to approve the resignation from Monroe Public Schools of Tracy DeBlair effective December 1, 2014.

**MOTION:** \_\_\_\_\_ **SUPPORT:** \_\_\_\_\_ **ACTION:** \_\_\_\_\_

	<u>Aye</u>	<u>Nay</u>	<u>Abstain</u>	<u>Absent</u>
Dr. March	_____	_____	_____	_____
Mr. Mason	_____	_____	_____	_____
Mr. Philbeck	_____	_____	_____	_____
Ms. Spicer	_____	_____	_____	_____
Mrs. Taylor	_____	_____	_____	_____
Mr. VanWasshenova	_____	_____	_____	_____
Mr. Yeo	_____	_____	_____	_____

11-14-2014

Holly Scherer  
Monroe Public Schools Human Resources Department  
1275 N. Macomb St.  
Monroe, MI 48162

Dear Holly,

I am writing you this letter to inform you that I will be resigning from my secretarial position at Monroe Public Schools effective Monday, December 1<sup>st</sup>, 2014. I have accepted a position as a Word Processing Assistant with the State of Michigan, which will provide me a more sufficient income to support myself and my family. With my youngest son graduating from high school in June 2015, I will be losing all child support which has supplemented my income and made it possible for me to provide for my family. Without the help of child support, I have no choice but to make a career move.

I have enjoyed my 8+ years of employment at Monroe Public Schools, and I feel very fortunate to have worked with some of the best professionals in the business and of course our amazing students. A piece of my heart will always be here. I am forever grateful for the opportunity and experience.

Sincerely,

*Tracy DeBlair*

Tracy DeBlair

**BOARD POLICY SECTION 6000 – FIRST READING**

**BACKGROUND**

The attached Board Policy Section 6000 Negotiations has been reviewed by the board policy committee and is recommended for approval by the full board of education.

**ENCLOSURE**

Section 6000 - Negotiations

**RECOMMENDATION**

Move to approve Board Policy Section 6000 Negotiations as a first reading.

**MOTION:** \_\_\_\_\_ **SUPPORT:** \_\_\_\_\_ **ACTION:** \_\_\_\_\_

	<u>Aye</u>	<u>Nay</u>	<u>Abstain</u>	<u>Absent</u>
Dr. March	_____	_____	_____	_____
Mr. Mason	_____	_____	_____	_____
Mr. Philbeck	_____	_____	_____	_____
Ms. Spicer	_____	_____	_____	_____
Mrs. Taylor	_____	_____	_____	_____
Mr. VanWasshenova	_____	_____	_____	_____
Mr. Yeo	_____	_____	_____	_____

**6000—NEGOTIATIONS**

(This section on negotiations is confined to professional employees negotiating under the Public Employment Relations Act, MCL 423.201 *et seq.*)

- 6001 Goals and Objectives
- 6050 Recognition of Bargaining Units
- 6100 Board Negotiating Agents
- 6150 Superintendent’s Role in Negotiations
- 6200 Confidentiality of Negotiations Information
- 6400 Contract Ratification

**Section 6000 – Negotiations – 1<sup>st</sup> Reading – MPS BOE 11-25-14**

6001 Goals and Objectives

6001

The Board recognizes its legal obligation to negotiate wages and terms and conditions of employment with duly and legally recognized employee groups. It is the intent of the Board and its authorized representatives to adhere to the confines of the law and to discharge its obligations in an orderly and positive manner within the restrictions of the Public Employment Relations Act.

It is the intent of the Board to participate in the negotiations process in order to maintain the primary function of the District, which is the education of students.

Approved:

LEGAL REF: MCL 423.201



**Section 6000 – Negotiations – 1<sup>st</sup> Reading – MPS BOE 11-25-14**

6050 Recognition of Bargaining Units

6050

The Board shall not recognize by stipulation any bargaining unit within the District. All units desiring recognition by the Board shall do so through an election conducted by the Michigan Employees Relations Commission as provided by statute.

Approved:

LEGAL REF: MCL 423.212-214

**Section 6000 – Negotiations – 1<sup>st</sup> Reading – MPS BOE 11-25-14**

6100 Board Negotiating Agents

6100

The Board shall appoint a member of the staff, or the Superintendent, or an outside consultant, to serve as chief negotiator in its negotiations with each employee group recognized under the Public Employment Relations Act.

The Board shall appoint administrative staff to each negotiating team to assist and counsel the chief negotiator.

The appointed chief negotiator shall be fully empowered to reach a tentative agreement on collective bargaining agreements on behalf of the Board within the parameters established by the Board.

Approved:

LEGAL REF: MCL 423.211

**Section 6000 – Negotiations – 1<sup>st</sup> Reading – MPS BOE 11-25-14**

6150 Superintendent's Role in Negotiations

6150

The Superintendent may serve as the chief negotiator for the Board at the discretion of the Board. If the Superintendent is not serving as the chief negotiator, he/she may serve as a negotiating team member or as a consultant to the negotiating team.

The Superintendent shall serve as the liaison between the Board and the bargaining team and shall be responsible to keep the Board informed on the progress of negotiations.

The Superintendent shall arrange for the chief negotiator, if other than him/herself, to meet with the Board to develop negotiation goals and objectives, establish parameters and provide periodic updates on the progress of negotiations.

The chief negotiator shall be expected to maintain close communication with the Superintendent on the status of negotiations including proposals discussed or offered at the bargaining table.

Approved:

**Section 6000 – Negotiations – 1<sup>st</sup> Reading – MPS BOE 11-25-14**

6200 Confidentiality of Negotiations Information

6200

Board members and administrators are to keep information regarding the progress, status, or issues involved in negotiations confidential unless authorized by a majority vote of the full Board to serve as a spokesperson to release information to the staff, media representatives, or the public. Unless otherwise determined by the Board, only the Superintendent is authorized to release negotiations information.

Board members violating this policy are subject to discipline by the Board that may include removal from a Board officer role, removal from committee assignments, and/or public censure.

Administrative staff members violating this policy are subject to discipline as determined by the Superintendent.

Approved:

**Section 6000 – Negotiations – 1<sup>st</sup> Reading – MPS BOE 11-25-14**

6400 Contract Ratification

6400

Before the ratification of any negotiated master contract, the Superintendent shall conduct or direct a thorough proofreading of all substantive changes to the master contract.

The Superintendent shall forward the final draft of any substantive changes to the negotiated master contract, along with a front “summary sheet” outlining those contract articles that have been substantively changed, to each Board member not less than three (3) calendar days before the Board’s scheduled ratification meeting. Unless noted on the list of changes to the master agreement, or the summary sheet, the Board shall assume that other sections of the master contract remain unchanged, with the possible exception of non-substantive, minor spelling, grammatical, punctuation, or format corrections.

Approved:

**Section 6000 – Negotiations – 1<sup>st</sup> Reading – MPS BOE 11-25-14**

6400-R Contract Ratification

6400-R

The proofreading of each negotiated master contract shall be under the supervision of the Superintendent. The draft copy of any negotiated master contract that is submitted to the Board prior to final ratification shall have the following conditions met:

1. The master contract draft shall contain all amendments, additions, and changes in wage rates indicated in “bold” lettering.
2. The final draft of the negotiated master contract shall be given to each Board member in the period as provided for in policy.
3. The Superintendent shall prepare a written motion for the Board to ratify the proposed agreement.

**REINSTATEMENT COMMITTEE RECOMMENDATION**

**BACKGROUND**

On Wednesday, November 19, 2014 the Monroe Public Schools Reinstatement Committee met to review the requests for reinstatement of two students.

**ENCLOSURE(S)**

N/A

**RECOMMENDATION**

Move to approve the recommendation of Monroe Public Schools Reinstatement Committee that Student #1 be reinstated to Orchard Center High School and student #2 be reinstated. If approved, this will be effective immediately.

**MOTION:** \_\_\_\_\_ **SUPPORT:** \_\_\_\_\_ **ACTION:** \_\_\_\_\_

	<u>Aye</u>	<u>Nay</u>	<u>Abstain</u>	<u>Absent</u>
Dr. March	_____	_____	_____	_____
Mr. Mason	_____	_____	_____	_____
Mr. Philbeck	_____	_____	_____	_____
Ms. Spicer	_____	_____	_____	_____
Mrs. Taylor	_____	_____	_____	_____
Mr. VanWasshenova	_____	_____	_____	_____
Mr. Yeo	_____	_____	_____	_____

**ADJOURNMENT**

**RECOMMENDATION**

Move to adjourn the November 25, 2014, Board Meeting #21.

**HAND VOTE**

MOTION: \_\_\_\_\_ SUPPORT: \_\_\_\_\_ ACTION: \_\_\_\_\_

TIME: \_\_\_\_\_