

WATERFORD SCHOOL DISTRICT
Interim Meeting of the Board of Education
Thursday, September 6, 2018 - 6:00 PM
A G E N D A

1. Opening – Audience participation is scheduled at the beginning and end of the agenda. Only those who want to speak on an action item and have completed a public comment card will be called upon at the beginning of the meeting. Those who have comments on non-action items and have completed a public comment card will be called upon before the conclusion of the meeting. The President of the Board is responsible for recognizing all speakers. Board packets are available on the website, www.waterford.k12.mi.us.
2. Pledge of Allegiance
3. Roll Call
4. Approval of the Agenda
5. Celebrations of Learning
 - a. Summer Programs
6. Information Items
 - a. Anti-Bullying Task Force Update
7. Audience Comments on Action Items
8. Approval of Minutes
 - a. August 16, 2018 Regular Meeting
9. New Business
 - a. Superintendent's Recommendations
 - (1) Recommendation 28-18-19 Relative to Resignations/Retirements
 - (2) Recommendation 29-18-19 Relative to Teaching Contract Changes/Appointments
 - (3) Recommendation 30-18-19 Relative to Administrative Appointment
 - (4) Recommendation 31-18-19 Relative to Policy Updates
10. Audience Comments on Non-Action Items
11. Discussion Items
 - a. Future Items
 - (1) Celebration of Learning – Sweet Reads
 - b. Board of Education Reports
12. Superintendent's Reports
13. Adjournment

WATERFORD SCHOOL DISTRICT
Board of Education
501 N. Cass Lake Road
Waterford, Michigan 48328

ITEM NO.: 5.a Celebration of Learning

TOPIC: Summer Programs

This evening we are excited to share information regarding Waterford School District summer programs. Shannon Pathe is here to talk about the Summer SLAM program, Craig Blomquist will share information on Summer Academy and Elizabeth Kutchey will discuss Summer of STEAM.

Resource Persons: Carly Stone, Director, Curriculum, Instruction and Assessment

Date of Board of Education Meeting: September 6, 2018

WATERFORD SCHOOL DISTRICT
Board of Education
501 N. Cass Lake Road
Waterford, Michigan 48328

ITEM NO.: 6.a	Information Item
TOPIC:	Anti-Bullying Task Force Update

Dr. Keith Wunderlich, Superintendent of Schools, will provide an update relative to the Waterford School District Anti-Bullying Task Force.

Resource Persons: Keith D. Wunderlich, Ed.D., Superintendent of Schools

Date of Board of Education Meeting: September 6, 2018

WATERFORD BOARD OF EDUCATION – MINUTES

**Regular Meeting
August 16, 2018**

OPENING

The Regular Meeting of the Waterford School District Board of Education, held at the Waterford Township Hall Auditorium, 5200 Civic Center Drive, Waterford, Michigan, was called to order by President Himmelspach at 6:00 PM.

PLEDGE

The audience joined the Board of Education in the Pledge of Allegiance.

ROLL CALL

Present: Members Petrusha, Halls, Sutherland, Himmelspach, Torres and Barghahn
Absent: Member Piggott
Others: Keith D. Wunderlich, William Holbrook, Danielle Corbeil, Darin Holley, Carly Stone, Janet McLeod, Lisa McFee, Brenda Dotson, Becky Staab, Mary Craite, Craig Blomquist, Vanesa Jennings, Darlene Rose, Christina Brackins, Marisa Arons, Kristofer Libstaff, Nathan Razzao, Lori Tunick, Elizabeth Kutchey, Heather Wichtman, Rachel Bryce, Stacey Jaroneski, Margaret Bryce, Cori Hale, Janet White, Dee Alessi, Patti Kidwell, Deb McFarland, Lori McCracken, Barbara Spiece, Larry Spiece, Erica Rolack, Deb Cramer, Melissa Smith, Zoe Haddock, Zach Dotson, Nickie Antoon, Patricia Davis, William Lankford, Heather Butch, Marlene Fox, Kathy Ondusky, Dawn Anders, Tara Frizzle, Diane Willman, Kris Miller, Frank Puddy, Valarie Grimes, Kenzie Bisbing, Loretta Hudson, Chris Burlingame, Annamarie Holbrook, Rebekah Holbrook, Jessica Soriano, Sarah Yates, Vanessa Marks, Shelley Werthman, Dan and Megan Krompatic, Susan Calarco, Anna Findley, Lisa Kane, Marta Robak, Peggy Kladie, Dale Collins, Lisa Hall, Leona Rosegart, Riley Vermilya, DR Cooper, Julie Josselyn, Anne Kruse, Jamie Detter, Matt McLure, Michele Baird, Mary Sullivan, Mary Dunham, Tamra Victor, Megan Roberts and others who did not register.

In the absence of Secretary Piggott Member Barghahn served as Secretary.

APPROVAL OF THE AGENDA

Moved by Member Barghahn and supported by Member Torres that the Board of Education add to the agenda for discussion the process for changes to the Board of Education packet.

Members Barghahn and Torres spoke to their support for this motion and concerns that the online packet differs.

Ayes: Members Torres and Barghahn

Nays: Members Himmelspach, Halls, Sutherland and Petrusha

Motion failed. (2-4)

Moved by Member Barghahn and supported by Member Torres that the Board of Education add an Anti-Bully Task Force Update on the agenda.

Members of the Board discussed the motion, including rationale for including the update on this agenda and/or leaving it for the next meeting as scheduled.

Ayes: Members Torres and Barghahn

Nays: Members Himmelspach, Halls, Sutherland and Petrusha

Motion failed. (2-4)

INFORMATION ITEMS

a. Attendance

Becky Staab, Truancy Officer, shared information with the Board of Education relative to attendance, including data and statistics regarding absenteeism and Waterford School District guidelines and procedures.

Member Torres discussed how vital this information is and the connection to the school to prison pipeline.

Member Sutherland thanked Mrs. Staab for the presentation and commended the intentional, targeted approach which shows results.

b. Athletics

Allison Sartorius, Director of Athletics, shared updates relative to Waterford School District athletics, including awards and achievements, competition data, special events, participation, college signings and more.

Members of the Board of Education offered comments regarding the academic connection, engagement, community support and the benefits of athletics.

c. Neola Policy Updates

Updates to the following policies have been proposed by Neola, Volume 32, Number 2, and will be presented for approval at the September 6, 2018 Board of Education meeting.

1421/3121/4121	Criminal History Record Check (Revised)
4162	Controlled Substance and Alcohol Policy for CMV Drivers and Other Employees Who Perform Safety Sensitive Functions (Revised)
5111	Eligibility of Resident/Nonresident Students (Revised)
8321	Criminal Justice Information Security (Non-Criminal Justice Agency) (Revised)

Member Barghahn inquired about the process of policy updates. Dr. Wunderlich explained the process involving Neola. Member Barghahn also expressed concerns with a particular policy and the timeline between approval and its appearance on the website. Mr. Torres provided clarification to the concerns and spoke to the delay in publishing on the website. Member Himmelspach provided additional information regarding the use of an external policy provider.

d. Audit Report, Capital Projects, 2016 Bond Series I

Marisa Ahrens, Yeo & Yeo, presented the Board of Education with the Audited Financial Statements for the 2016 Series I Bonds. The Audited Financial Statements are a public document and are available for review at the Kurzman Administrative Services, Cray Campus, Office of the Assistant Superintendent of Business and Operations, and the District website.

Members of the Board asked clarifying questions and applauded the District for great results.

INFORMATION ITEMS

e. Tentative Agreements with Collective Bargaining Units

Janet McLeod, Director of Human Resources, announced that Waterford School District has reached Tentative Agreements with the following bargaining units and explained the increase per group:

Waterford Education Association (WEA)
Michigan Education Support Personnel I (MESPA I)
Michigan Education Support Personnel II (MESPA II)
Michigan Education Support Personnel III (MESPA III)
Waterford Federation of Support Personnel (WFSP)
Waterford Association of School Administrators (WASA)

Recommendations for the approval of each Tentative Agreement are presented under New Business.

Member Petrusha thanked Mrs. McLeod and members of the bargaining teams for coming to an agreement.

President Himmelspach explained this is brought as information and action due to state law prohibiting retro pay.

AUDIENCE COMMENTS ON ACTION ITEMS

There were no audience comments on action items.

APPROVAL OF THE MINUTES

a. August 2, 2018, Interim Meeting

Moved by Member Barghahn and supported by Member Petrusha that the Board of Education approve the minutes of the August 2, 2018 Interim Meeting.

Ayes: Members Barghahn, Petrusha, Himmelspach, Halls, and Sutherland

Nays: None

Motion carried. (5-0)

ACCOUNTS PAYABLE

Moved by Member Sutherland and supported by Member Halls that the Board of Education approve the accounts payable for the month of July 2018, per the reports included in the August 16, 2018 materials.

Ayes: Members Barghahn, Petrusha, Himmelspach, Torres, Halls, and Sutherland

Nays: None

Motion carried. (6-0)

FINANCIAL STATEMENT

The Board of Education is in receipt of the statement of revenues and expenditures ended July 31, 2018.

NEW BUSINESS

a. Superintendent's Recommendations

(1) Recommendation 20-18-19 Relative to Retirements/Resignations/Leave of

Moved by Member Barghahn and supported by Member Petrusha that the Board of Education approve the following resignations:

Boyle, Lowell – Teacher
Pierce Middle School
Resignation
Effective: July 31, 2018

Heuer, Kaitlyn – Social Worker
Houghton Elementary
Resignation
Effective: August 8, 2018

Latendresse, Breanna – Teacher
Cooley Elementary
Resignation
Effective: August 8, 2018

Ruggiero, Pamela – Special Education Teacher
Mott High School
Resignation
Effective: July 26, 2018

Sikora, Christopher – Special Education Teacher
Mott High School
Resignation
Effective: August 3, 2018

Solverson, Alicia – Teacher
Riverside Elementary
Resignation
Effective: August 3, 2018

Stateczny, Michele – Social Worker
Houghton Elementary
Resignation
Effective: August 7, 2018

Ayes: Members Barghahn, Petrusha, Torres, Himmelspach, Halls, and Sutherland

Nays: None

Motion carried. (6-0)

NEW BUSINESS

a. Superintendent's Recommendations

(2) Recommendation 21-18-19 Relative to Teaching Contract Changes/Appointments

Moved by Member Barghahn and supported by Member Petrusha that the Board of Education approve the following teaching contract changes/appointments for the 2018-2019 school year:

Brakke, Chris - Teacher
Mott High School
Tenure Contract
Effective: August 28, 2018

Bregier, Emily – Special Education Teacher
Kingsley Montgomery School
Probationary Contract
Effective: August 23, 2018

Dunn, Chelsea – Special Education Teacher
Lifetracks Program
Probationary Contract
Effective: August 23, 2018

Eroyan, Jason – Special Education Teacher
Mott High School
Probationary Contract
Effective: August 23, 2018

Kelly, Lauren – Psychologist
Beaumont Elementary
Probationary Contract
Effective: August 23, 2018

Kilbride, Christine – Social Worker
Houghton Elementary
Probationary Contract
Effective: August 23, 2018

LaDuke, Cynthia – Special Education Teacher
Mott High School
Probationary Contract
Effective: August 23, 2018

St. Onge, Caitlin – Special Education Teacher
Mason Middle School
Probationary Contract
Effective: August 23, 2018

Ayes: Members Barghahn, Petrusha, Torres, Himmelpach, Halls and Sutherland
Nays: None
Motion carried. (6-0)

NEW BUSINESS

a. Superintendent's Recommendations

(3) Recommendation 22-18-19 Relative to Tentative Agreement-WEA

Moved by Member Barghahn and supported by Member Petrusha that the Board of Education approve the attached Tentative Agreement with the Waterford Education Association (WEA) as ratified by its membership on August 15, 2018.

Member Torres requested clarification of the increase per employee and Janet McLeod discussed the 2% on schedule. Mr. Torres also discussed school boards advocating in Lansing for schools and equitable vs. equal increases.

Member Sutherland commented on the decision of disbursement left to the bargaining unit and noted we are all in this together.

Member Himmelspach echoed those comments. He further stated that he must abstain as he has family members in this bargaining unit.

Ayes: Members Barghahn, Petrusha, Torres, Halls and Sutherland

Nays: None

Abstain: Member Himmelspach

Motion carried. (5-0-1)

(4) Recommendation 23-18-19 Relative to Tentative Agreement-MESPA I

Moved by Member Barghahn and supported by Member Petrusha that the Board of Education approve the attached Tentative Agreement with the Michigan Education Support Personnel Association I (MESPA I) as ratified by its membership on August 15, 2018

Ayes: Members Barghahn, Petrusha, Torres, Himmelspach, Halls and Sutherland

Nays: None

Motion carried. (6-0)

(5) Recommendation 24-18-19 Relative to Tentative Agreement-MESPA II

Moved by Member Barghahn and supported by Member Sutherland that the Board of Education approve the attached Tentative Agreement with the Michigan Education Support Personnel Association II (MESPA II) as ratified by its membership on August 15, 2018.

Ayes: Members Barghahn, Petrusha, Torres, Himmelspach, Halls and Sutherland

Nays: None

Motion carried. (6-0)

(6) Superintendent's Recommendation 25-18-19 Relative Tentative Agreement-MESPA III

Moved by Member Barghahn and supported by Member Petrusha that the Board of Education approve the attached Tentative Agreement with the Michigan Education Support Personnel Association III (MESPA III) as ratified by its membership on August 14, 2018.

Ayes: Members Barghahn, Petrusha, Torres, Himmelspach, Halls and Sutherland

Nays: None

Motion carried. (6-0)

NEW BUSINESS

a. Superintendent's Recommendations

(7) Superintendent's Recommendation 26-18-19 Relative to Tentative Agreement-WFSP

Moved by Member Barghahn and supported by Member Halls that the Board of Education approve the attached Tentative Agreement with the Waterford Federation of Support Personnel (WFSP) as ratified by its membership on August 10, 2018.

Member Petrusha stated he must abstain as he has family in this bargaining unit.

Ayes: Members Barghahn, Torres, Himmelspach, Halls and Sutherland

Nays: None

Abstain: Member Petrusha

Motion carried. (5-0-1)

(8) Superintendent's Recommendation 27-18-19 Relative to Tentative Agreement-WASA

Moved by Member Barghahn and supported by Member Sutherland that the Board of Education approve the attached Tentative Agreement with the Waterford Association of School Administrators (WASA) as agreed to by its membership on August 9, 2018.

Member Torres requested clarification on the 2% increase. Mrs. McLeod explained that the group received monies equal to 2%. As with other groups, it was at the discretion of the unit to determine how the money was disbursed. WASA determined it would give a step to those between steps 1-5 and the rest of those monies will be disbursed among administrators.

Ayes: Members Barghahn, Petrusha, Torres, Himmelspach, Halls and Sutherland

Nays: None

Motion carried. (6-0)

AUDIENCE COMMENTS ON NON-ACTION ITEMS

Brenda and Zach Dotson addressed the Board regarding the hiring of the orchestra teacher at Mott.

Kent Douglas addressed the Board of Education regarding the Arts.

Mike McClure discussed funding for the Arts as well as social/emotional support services.

Mary Craite spoke regarding the Waterford Education Association.

Jessica Pumfrey shared concerns of board conduct.

Lisa Kane spoke regarding board governance training with MASB.

DISCUSSION ITEMS

a. Future Items

(1) Celebration of Learning – Summer of STEAM

(2) Information – Anti-Bullying Task Force

DISCUSSION ITEMS

b. Board of Education Reports

Member Halls spoke regarding the responsible use of social media and reacting to accurate information.

Member Sutherland discussed sharing great news rather than misinformation. She also spoke about the Sweet Reads Bookmobile and the WF Mary Lou Simmons Endowment.

Member Torres extended appreciation to Mr. Holbrook upon his resignation. He also spoke about funding for the Arts, the previous Board of Education meeting and public comments that were made, and his commitment and dedication to the Waterford School District.

Member Barghahn addressed public upset in response to her raising questions and encouraged the public to reach out with questions or concerns.

Member Petrusha wished Mr. Holbrook well and announced that Governor Snyder has named a fountain in Lansing in memory of Brian Whiston, WSD graduate and former Waterford School Board Member and State Superintendent.

Member Himmelspach thanked Mary Craite for her comments, addressed audience concerns about the additional cameras filming, talked about the return of athletics and marching band and thanked Bill Holbrook for his service.

SUPERINTENDENT'S REPORT

Dr. Wunderlich spoke about the Anti-Bullying Task Force and explained the rationale behind the staffing of the high school orchestra program. He then invited Mr. Holbrook to make comments.

Mr. Holbrook spoke to his time in Waterford and expressed appreciation for the many opportunities, experiences and relationships he has built here.

ADJOURNMENT

The meeting was adjourned by President Himmelspach at 8:29 PM.

A video recording on DVD is on file with the official minutes.

Secretary, Board of Education

/mr

WATERFORD SCHOOL DISTRICT
Board of Education
501 N Cass Lake Road
Waterford, Michigan 48328

ITEM NO.: 9.a.(1)	NEW BUSINESS Superintendent's Recommendation 28-18-19
TOPIC :	Retirements/Resignations/Leave of Absence Expirations

It is recommended that the Board of Education accept the following resignation(s)/retirement(s):

Barnes, Christina – Teacher
Beaumont Elementary
Resignation
Effective: August 16, 2018

Bregier, Emily – Special Education Teacher
Kingsley Montgomery
Resignation
Effective: August 24, 2018

Briolat, Andrea – Special Education Teacher
Kingsley Montgomery
Resignation
Effective: August 21, 2018

Crane, David - Teacher
Kettering High School
Resignation
Effective: August 14, 2018

Dawson, Tiffany - Teacher
Grayson Elementary
Resignation
Effective: August 22, 2018

Farms, Tiffany – School Social Worker
Kingsley Montgomery
Resignation
Effective: August 23, 2018

Finn, Emily – Teacher
Kettering High School
Resignation
Effective: August 19, 2018

Levitan, Steve - Counselor
Kettering High School
Resignation
Effective: August 23, 2018

Maxwell, Anne – Special Education Teacher

Houghton Elementary
Resignation
Effective: August 10, 2018

McDonald, Heather – Teacher
Knudsen Elementary
Resignation
Effective: August 27, 2018

Nicol, Jon – Teacher
Mott High School
Resignation
Effective: August 28, 2018

Nicholson, Nathan – Teacher
Kettering High School
Resignation
Effective: August 14, 2018

Rudy, Jessica – Special Education Teacher
Kingsley Montgomery
Resignation
Effective: August 17, 2018

Salajka, Shelby – Special Education Teacher
Pierce Middle School
Resignation
Effective: August 23, 2018

St. Onge, Caitlin – Special Education Teacher
Mason Middle School
Resignation
Effective: August 22, 2018

Wills, Christina - Teacher
Kettering High School
Resignation
Effective: August 13, 2018

Resource Person(s): Janet McLeod, Director of Human Resources

Date of Board of Education Meeting: September 6, 2018

WATERFORD SCHOOL DISTRICT
Board of Education
501 N Cass Lake Road
Waterford, Michigan 48328

ITEM NO.: 9.a(2) NEW BUSINESS
Superintendent's Recommendation 29-18-19
TOPIC: Teaching Contract Changes/Appointments

It is recommended that the Board of Education approve the following teaching contract changes and appointments for the 2018-2019 school year:

Camacho-Rodriguez, Carla - Teacher
Kettering High School
Probationary Contract
Effective: August 23, 2018

Combs, Mallory – Teacher
Donelson Hills Elementary
Probationary Contract
Effective: August 23, 2018

Crosby, Maegan - Teacher
Kettering High School
Probationary Contract
Effective: August 23, 2018

Elkins, Sarah – Behavior Interventionist
Kingsley Montgomery
Probationary Contract
Effective: August 23, 2018

Gilders, Christina - Teacher
Donelson Hills
Probationary Contract
Effective: August 23, 2018

James, Shauna - Teacher
Kettering High School
Probationary Contract
Effective: August 23, 2108

Mann, Samantha - Teacher
Cooley Elementary
Probationary Contract
Effective: August 23, 2018

McGowan, Corey – Teacher
Pierce Middle School
Probationary Contract
Effective: August 23, 2018

Murray, Rebecca – Teacher
Riverside Elementary
Probationary Contract
Effective: August 23, 2018

Proulx, Ashley - Teacher
Schoolcraft Elementary
Probationary Contract
Effective: August 23, 2018

Ramos, Margaret - Teacher
Durant High School
Probationary Contract
Effective: August 23, 2018

Schultz, Amanda - Teacher
Grayson Elementary
Probationary Contract
Effective: August 23, 2018

Schultz, Heather - Teacher
Riverside Elementary
Probationary Contract
Effective: August 23, 2018

Simpson, Juliana - Teacher
Donelson Hills Elementary
Probationary Contract
Effective: August 23, 2018

Stinson, Hannah - Teacher
Mason Middle School
Probationary Contract
Effective: August 23, 2018

St. Onge, Bonnie - Teacher
Kettering High School
Probationary Contract
Effective: August 23, 2018

Whiteley, Katelyn
Donelson Hills Elementary
Probationary Contract
Effective: August 23, 2018

Yang, Melissa - Teacher
Kettering High School
Probationary Contract
Effective: August 23, 2018

Resource Person(s): Janet McLeod, Director of Human Resources

Date of Board of Education Meeting: September 6, 2018

WATERFORD SCHOOL DISTRICT
Board of Education
501 N Cass Lake Road
Waterford, Michigan 48328

ITEM NO.: 9.a.(3) NEW BUSINESS
Superintendent's Recommendation 30-18-19
TOPIC : Administrative Contract Changes and Appointments

It is recommended that the Board of Education approve the following administrative appointment for the 2018-2019 school year:

Gregory, Nicholas – Assistant Principal
Kettering High School
Effective: August 22, 2018

Resource Person(s): Janet McLeod, Director, Human Resources

Date of Board of Education Meeting: September 6, 2018

WATERFORD SCHOOL DISTRICT
Board of Education
501 North Cass Lake Rd
Waterford, MI 48328

ITEM NO:	9.a.(4) NEW BUSINESS Superintendent's Recommendation 31-18-19
TOPIC:	Neola Policy Updates

It is recommended that the Board of Education approve the following policy updates, proposed by Neola, Volume 32, Number 2.

1421/3121/4121 Criminal History Record Check (Revised)

These policies have been revised to include the accessibility and confidentiality provisions of Policy 8321-Criminal Justice Information Security (Non-Criminal Justice Agency).

These revisions reflect the current compliance requirements of MSP/FBI and should be adopted to maintain accurate policies.

4162 Controlled Substance and Alcohol Policy for Commercial Motor Vehicle (CMV) Drivers and Other Employees Who Perform Safety Sensitive Functions (Revised)

Revisions are based on current Federal regulations (49 CFR Part 40), effective January 2018. Key change specifies which substances must be tested. The scope of the policy has been clarified to include those employees who perform safety-sensitive functions, as opposed to only "drivers".

Revisions to this policy reflect current Federal regulations and should be adopted to maintain accurate policies.

5111 Eligibility of Resident/Nonresident Students (Revised)

Revisions to this policy reflects Federal regulations about enrollment procedures and requirements. Communication/notification requirements are detailed and alternate documents that can verify age and residency have been identified. Item "O" is not a change as it was previously approved to be included in the District's current policy; however, it is not part of the Neola template. Revisions to these policies reflect current Federal and State regulations and should be adopted to maintain accurate policies.

8321 Criminal Justice Information Security (Non-Criminal Justice Agency) (Revised)

This policy has been revised to include the latest revisions to information security required of criminal history record information (CHRI) required by the Federal Bureau of Investigation (FBI) and the Michigan State Police (MSP). These revisions reflect the current state of federal and state regulations and should be adopted to maintain accurate policies.

Resource Persons: Keith D. Wunderlich, Superintendent of

Schools Date of Board of Education Meeting: September 6, 2018