

VASSAR PUBLIC SCHOOLS
Special Meeting of the Board of Education

Date: February 24, 2014

Time: 6:30 P.M.

Place: High School Media Center

A. CALL TO ORDER:

1. The special meeting of the Board of Education was called to order by President Mike Kennard at 6:30 P.M.

B. ROLL CALL:

MEMBERS PRESENT: Mike Kennard, Ben Guile, Kirk Van Wormer, Russ Hubbard, Jeff Fackler,
Jill Baase, Randy Middlin

MEMBERS ABSENT: None

OTHERS PRESENT: Tom Palmer, Paul Wojno, Deb Dewey, Jason Kiss, Bill Haines, Phil Marcy,
Chuck Fabbro

C. PLEDGE OF ALLEGIANCE

D. APPROVAL OF AGENDA: ADDITION OR DELETIONS TO AGENDA:

1. MOTION by Russ Hubbard, support by Ben Guile to approve agenda as is.
MOTION CARRIED (unanimous)

E. FINANCIAL ISSUES:

1. Mr. Palmer presented the Shared Services Plan between Vassar Public Schools, Millington Community Schools and the Tuscola Intermediate School District the show a potential savings of \$296,809 for the district. Administration is continuing to work on the remaining \$500,000 of the \$800,000 goal for savings. This will all be presented as a whole at the March board of education regular meeting. Between now and the March meeting this board needs to meet with the Millington Community School board of education. Vassar's board is looking for March 4 or 5 at 6:30 pm in the High School Auditorium for the combined board of education meeting to discuss the Shared Services Plan. Mr. Palmer will contact the board when after his meeting with Millington's board on Wednesday, February 26th. It will be a special meeting and is open to the public. Mr. Kennard: Good move. Mr. Van Wormer: You discussed this with them? Mr. Palmer: in bits but we meet Wednesday to go over all of it. We need to look at building coverage and possible fixes. This is a way to put money in the bank and keep it in the classrooms. Mr. Fackler: You were talking about putting money in the bank. Do we have a better definition of schools going broke? Mr. Palmer: We are in that definition as are a number of school districts in the county.

F. PERSONNEL ISSUES:

1. Mr. Palmer discussed the update to Mr. Kiss' contract. It added wording that was in all the other administrator contracts except Mr. Kiss' that upon death or retirement the Board would pay \$75.00 per day for accumulated sick leave up to a maximum of 209 days. Mr. Middlin: To follow up on Steve Wilkinson's contract, it was a \$5000 increase. Now it is a \$10,000 increase. Why? Mr. Palmer: With the added duties Steve felt more comfortable taking on the added duties with the \$10,000 increase. Mr. Van Wormer: What's his job description? Mr. Palmer: We need to write it. He will be taking on Al's duties. Mr. Fackler: So he's going to be doing Al's job? Mr. Palmer: He will be doing his job as Mechanic plus Al's duties except for Personnel. I am taking care of that. Mrs. Baase: It's really sticky right now because we don't know what money we are going to get. So it is hard to know what cuts we have to make and what changes needs to be made to the contracts. Mr. Palmer: There isn't anything you can cut except the parts we added this year. Mr. Fackler: In all honesty we can next year roll around and except as they are. Mr. Palmer: Yes. Mr. Middlin: If I remember correctly they can't make anything less than their current salary. Can we cut back on the fringe benefits? Mr. Palmer: My understanding is we cannot do that but I will need to contact the attorney to find out for certain.

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Mr. Middlin: Please do so. Mr. Palmer: The biggest decision tonight and the only true decision is whether or not to roll over the administrator's contracts. Mr. Wojno: The rollover is protection for administration. Their professional decisions and changes can create controversy. It gives them 1 year time to look for a new job or to show value to the district. Mrs. Baase: But what do we do as a school if this plan with Millington falls through? Mr. Wojno: I'm just telling you the view from our stand point. Mr. Guile: I don't want it to be perceived as a reflection of your abilities. We wanted a holistic picture of what we have to see where cuts could come. The only leverage we have is the non-renewal deal. Down the road we will be having these same discussions with the unions. You are in line and not over compensated. Mr. Palmer: Compensation wise they are right in the middle. Would you like to see where they all pan out? Mr. Wojno: The first we heard about his was at the last meeting. Mr. Guile: I know how this is coming across. I wanted to throw on the breaks. Blanks have been filled in. It's a conversation. Mr. Wojno: Administrative staff never had negotiations. The Superintendent came back and said it's this, here you go and we accepted it. Mr. Guile: I see your point and I see your perspective. Mrs. Baase: You said we have 1 year to look for a job or to show your value. We do value you. Mr. Guile: We are looking to start a conversation through the entire organization. We were able to make the opportunity available to us. Mr. Middlin: I'm going to disagree with you. We did meet as an administration or other staff and I said this is what I can do. Mr. Wojno: The conversation was not board to individual. It was through the Superintendent. Mr. Fackler: I understand where you are going. I am not a person who feels 100% comfortable. I feel we are not doing our due diligence if we don't look over these contracts. Mr. Van Wormer: In the contracts each has life insurance listed. How are the premiums paid? Mr. Palmer: Through the General Fund. Mrs. Ramsey: Payments vary by individual like \$34, \$42, none over \$75 per month. They are quite minimal. Mr. Middlin: When we do roll over as well move forward. Let's say the budget goes down. The State money goes down. Can we eliminate an administrator during the school year? Mr. Wojno: A loss of position can happen at any time during the school year. As board members leave and are replaced, they could be against a decision one of us made. In the past I had a board member in my basement yelling at me because I had to let go his neighbor! Mr. Guile: The topic on the floor is to do the rollovers. Not to negotiate the guts of these contracts. Do you want to get into the details tonight? The board all agreed they did not want to get into the guts of the contracts at this time. Mr. Fackler: If we agree to rollover and if the administrative staff took a 5% cut, could they do that instead of lose a staff member? Mr. Palmer: Yes, they could. Mr. Guile: The administration has always been the first to take the cuts. Mr. Palmer: Yes in 2009 the administration were the first to be frozen followed by the secretaries, custodians and parapros in 2010, teachers in 2011 and bus drivers in 2012.. Mr. Guile: Can we made a motion to agree to roll over these contracts? Mr. Middlin: Can we do it individually? Yes.

MOTION by Ben Guile, support by Randy Middlin to approve the rollover of the administrator contracts individually.

Roll Call:

Hubbard – Yes	Guile – Yes	Kennard – Yes	Van Wormer – Yes
Fackler – Yes	Baase – Yes	Middlin – Yes	

MOTION CARRIED (unanimous)

Administrator Contracts:

MOTION by Randy Middlin, support by Jeff Fackler to rollover the contract for Deborah Dewey.

Roll Call:

Hubbard – Yes	Guile – Yes	Kennard – Yes	Van Wormer – Yes
Fackler – Yes	Baase – Yes	Middlin – Yes	

MOTION CARRIED (unanimous)

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MOTION by Ben Guile, support by Russ Hubbard to rollover the contract for Jason Kiss.

Roll Call:

Hubbard – Yes Guile – Yes Kennard – Yes Van Wormer – Yes

Fackler – Yes Baase – Yes Middlin – Yes

MOTION CARRIED (unanimous)

MOTION by Ben Guile, support by Jeff Fackler to rollover the contract for Phil Marcy.

Roll Call:

Hubbard – Yes Guile – Yes Kennard – Yes Van Wormer – Yes

Fackler – Yes Baase – Yes Middlin – Yes

MOTION CARRIED (unanimous)

MOTION by Russ Hubbard, support by Ben Guile to rollover the contract for Paul Wojno.

Roll Call:

Hubbard – Yes Guile – Yes Kennard – Yes Van Wormer – Yes

Fackler – Yes Baase – Yes Middlin – Yes

MOTION CARRIED (unanimous)

MOTION by Randy Middlin, support by Jill Baase to not extend the contract of Thomas Palmer.

Roll Call:

Hubbard – No Guile – Yes Kennard – No Van Wormer – No

Fackler – No Baase – Yes Middlin – Yes

MOTION FAILED (3 Yes, 4 No)

MOTION by Russ Hubbard, support by Kirk Van Wormer to rollover the contract of Thomas Palmer.

Roll Call:

Hubbard – Yes Guile – Yes Kennard – Yes Van Wormer – Yes

Fackler – Yes Baase – Yes Middlin – No

MOTION CARRIED (6 Yes, 1 No)

Administrative Assistant Contracts:

Mr. Guile: In looking at the contracts I found that they were not excessive or extravagant.

MOTION by Ben Guile, support by Jeff Fackler to approve the administrative assistant contracts.

Roll Call:

Hubbard – Abstain Guile – Yes Kennard – Yes Van Wormer – Yes

Fackler – Yes Baase – Yes Middlin – Yes

MOTION CARRIED (6 Yes, Mr. Hubbard abstained)

Mechanic/Transportation Supervisor Contract:

Mrs. Baase: Who will write the job description? Mr. Palmer: Steve and I will. Mr. Van Wormer: What are the additional responsibilities? Mr. Palmer: He will be doing the bus scheduling and routing. Mrs. Baase: How did it go from \$5000 to \$10,000? Was it an error? Mr. Palmer: Steve thought it over, reviewed the duties and felt more comfortable with the higher amount.

MOTION by Russ Hubbard, support by Kirk Van Wormer to approve the mechanic/transportation supervisor contract as written.

Roll Call:

Hubbard – Abstain Guile – Yes Kennard – Yes Van Wormer – Yes

Fackler – Yes Baase – Yes Middlin – Yes

MOTION CARRIED (6 Yes, Mr. Hubbard abstained)

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G. PUBLIC PARTICIPATION: 44 attendees.

- o Linda Inglis, 6100 Hess Road, Vassar, MI 48768: I hope you are as gracious to the secretaries as you were to the administrators. I think it is wrong for people to get extra money.
- o Jenny Whitney, 615 Cass Ave, Vassar, MI 48768: No comment as she had to leave to attend the VAA meeting.
- o Michael Clinesmith, 6630 Washburn Rd, Vassar, MI: No comment as he left prior to Public Participation.
- o Brenda Du Russel: 5230 Hess Road, Vassar, MI: No comment.
- o Onna Clinesmith, 6630 Washburn Rd, Vassar, MI: It would be nice if people had a copy of what the board received on the proposal. She provided a handout to the board The Fast Facts on Funding in Michigan. She talked about the 21st Century Learning Community Center grants. The district needs to look at how to get more grant money. She doesn't understand the rollover of the contracts and what went on with the Superintendent's contract, except that it seemed personal.
- o Ann Auernhamer, 5152 Cottrell Rd, Vassar, MI: Parapro Appreciation Week was last week at Central School. She gave her 5th grade class a writing assignment. Write a thank you to a parapro. She gave copies to the board and read some to the crowd.

H. ADJOURNMENT:

1. MOTION by Randy Middlin, support by Russ Hubbard to adjourn the meeting at 7:38pm.
MOTION CARRIED (unanimous)

DATED: _____ SIGNED: _____

(Secretary)