

ROCHESTER COMMUNITY SCHOOLS

501 West University Drive, Rochester, Michigan

BOARD OF EDUCATION REGULAR / STUDY SESSION MEETING

December 12, 2011

MINUTES

CALL TO ORDER AND PLEDGE

A regular meeting of the Board of Education for the Rochester Community Schools, Rochester, Michigan was held on Monday, December 12, 2011, in the Rochester Community Schools Administration Center, 501 West University Drive, Rochester, Michigan. President Barb Cenko called the meeting to order at 7:07 p.m. Board members led in the Pledge of Allegiance.

RECORD ROLL

Members Present: Barb Cenko, Jennifer Berwick, Gerald Moore, Lisa Nowak, Beth Talbert, Marty Sibert, Chuck Coutteau

Members Absent: None

Others Present: Fred Clarke, Geri Moore, Bill Mull, Beth Davis, Irene Larson, Deb Walter, Debbi Hartman, Lori Hartnell, Jeff Mozdierz, Mary Beth Garcia, Doug Hill, Mike Emerson, Maria Etienne, Cheryl Gambaro, Christine Keener and approximately 75 visitors.

Mrs. Cenko welcomed audience members to the meeting and reminded the community of the ways in which they could participate in the meeting and/or contact the Board of Education.

Mr. Clarke, Superintendent, thanked Mrs. Cenko and Mr. Sibert for their service as Board of Education members. Mrs. Cenko has served since 2002 and Mr. Sibert has served since 2008. Fellow Board members complimented Mrs. Cenko and Mr. Sibert for their service and expressed their deep appreciation.

ACADEMIC SPOTLIGHT – Meadow Brook Elementary Math Workshop-Differentiation

Mrs. Etienne, Principal of Meadow Brook Elementary, introduced Ms. Lyons, 4th grade teacher who shared a Math Workshop-Differentiation PowerPoint presentation which addresses the needs of all students, the effective use of time and students learning at their own ability, how students are gaining new understanding and feeling successful. Also, 4th grade students from Ms. Lyons class and three Meadow Brook Elementary staff members demonstrated the different rotating group activities and lessons.

COMMUNICATIONS

A. Secretary of the Board of Education

Mr. Moore shared the following communications received since the prior Board of Education meeting: two communications were received from Mike Reno regarding information on Northwestern University's Midwest Academic Talent Search (NUMATS) program; Renee Delsignore regarding district professional development days; and Joanne Kovie regarding student safety upon arrival at Hugger Elementary.

B. Citizens Requesting Placement on the Agenda

Doug Hill, President of the Rochester Education Association, acknowledged and thanked Mrs. Cenko and Mr. Sibert for their years of service as Board of Education members.

C. Student Representatives to the Board of Education

Leah Mazzara, student representative from Rochester High School, shared information about activities taking place at her school since the previous Board meeting which included: variety show, choir concert, athletic events, cheer team meet, mentor program, and student council's bake walk during lunches.

Theresa Knapp, student representative from Stoney Creek High School, shared information about activities taking place at her school since the previous Board meeting which included: preparation started for the Sadies dance taking place in February, Student Council's adopt a family, auditions for Winter One play, first annual school-wide festive sweater day, and a weekend PE Group Wellness being offered on Sundays.

D. Members of the Board of Education - None

SPOTLIGHT ON SUCCESS - Reuther Mentors Program

Mrs. Gambaro, Principal of Reuther Middle School, introduced Mr. Lazzo and Mr. Staugaard, teachers from Reuther, and two students who gave an overview of the mentor program which is used to guide student achievement and establish relationships.

CONSENT AGENDA

A motion was made to approve the following consent agenda items:

Moved by: Mr. Coutteau

Supported by: Mrs. Talbert

- A. Approve the Current Bills payable for November/December 2011 in the amount of \$9,953,159.39.**
- B. Approve the Board of Education Regular Meeting Minutes of November 21, 2011.**
- C. Approve the Board of Education Closed Meeting Minutes of November 28, 2011.**
- D. Approve Head Start Director's Report for October, 2011.**
- E. Approve the continuation of the Resolution Authorizing Summer Tax Levy for 2012.**
- F. Approve Cannon Cochran Management Services, Inc. (CCMSI) to continue to provide the District with Worker's Compensation Third Party Administrator services for a one (1) year contract, with the option to renew for up to three (3) years.**
- G. Approve a Special Meeting for the Rochester Community Schools Board of Education on Wednesday, January 4, 2012 at 7:00 p.m. at the Administrations Center, 501 West University Drive, Rochester, Michigan, for the purpose of new Board members taking the oath of office, election of officers and code of cooperation for conduct among Board members.**

- H. Approve a Special Meeting, closed to the public, for the Rochester Community Schools Board of Education on Wednesday, January 4, 2012 immediately following the 7:00 p.m. meeting at the Administration Center, 501 West University Drive, Rochester, Michigan, for the purpose of negotiations discussion.**
- I. Approve a Special Meeting for the Rochester Community Schools Board of Education on Friday, January 27, 2012 at 8:00 a.m. at West Middle School, 500 Old Perch, Rochester Hills, Michigan for the purpose of a Board of Education Retreat.**

Motion carried: 7-0

REPORTS

Legislative Update (Informational Item) Mrs. Talbert and Mr. Clarke

Mrs. Talbert and Mr. Clarke shared an update on recent education legislation. The anti-bullying and election legislation has been signed by the governor. Mr. Clarke shared information about bills HB4701 which may move retirees to a 401K type plan. HB5002 amends workers comp law. Both could provide cost savings to the district. HB 5139 and 5140 may affect delivery of instruction with regard to health and physical education. This could result in additional cost to the district. Recent reports indicate that there may be more money in the general fund than anticipated which hopefully would find its way back to the districts.

NEW BUSINESS

Superintendent's Evaluation (Action Item) Mrs. Cenko

A motion was made to approve the Superintendent's Evaluation - December 2011 as presented.

Moved by: Mr. Sibert

Supported by: Mrs. Berwick

Mr. Moore read aloud the Superintendent Evaluation – December 2011:

The Board of Education met on November 15, 2011 with Superintendent Fred Clarke to discuss his performance during his first five months with the Rochester Community Schools. The Board reviewed the annual evaluation cycle and agreed that performance indicators with measurable outcomes would be established in January of 2012 when the new Board was seated. The Board received Superintendent Clarke's assessment of staff and program strengths and limitations and he updated the Board on his 100-Day plan. The Board made clear their expectations regarding expense and calendar reporting, policy review and understanding, as well as communication with the Board.

The Board emphasized their commitment to helping Superintendent Clarke be successful in this transitional year of leadership. Superintendent Clarke will be required to move the district through difficult challenges, including multiple contract negotiations, a difficult budget cycle, and the replacement of key staff members. The Board emphasized the critical importance of leading with impeccable integrity and the need to further develop relationships of trust and respect with all staff.

Superintendent Clarke has worked to develop an Operational Plan that will guide the district as we move toward achieving our vision. He understands the Board's commitment to student achievement. His idea to add an Academic Spotlight to Board of Education meetings has proven successful, and provides an opportunity for student and staff to showcase some of the unique and often unseen programs in the district.

Mr. Clarke has hired a number of new building leaders and is working to develop an understanding of his overall team. He recognizes the need to reorganize the Curriculum area and to shift resources in order to make this happen.

Moving forward, Superintendent Clarke will need to develop a leadership culture where all employees feel invested in the success of the district, creative collaborative ideas are generated and considered, and more emphasis is placed on how we can succeed versus what cuts need to be made. The focus for each employee will need to be how he/she contributes to the success of students. The Superintendent will need to lead our employees in finding personal pride and motivation in their individual efforts toward our collective goal of ensuring that each of our students reach their full potential and graduate College Ready, Career Ready and Life Ready.

Motion carried: 7-0

STUDY SESSION

Strategic Plan Update related to Non-Instructional Areas (Informational Item)

Ms. Davis, Executive Director of Human Resources, highlighted the performance indicators for Human Resources including Ventures training and screening.

Mr. Clarke, Superintendent, shared that the performance indicators data for Safety and Technology are dependent upon the Harris Poll Survey.

Mr. Mull, Assistant Superintendent for Business, highlighted the performance indicators for Enrollment including district wide enrollment projections, new enrollment input and immunization audits.

Mr. Stoner, Director of Facility Operations, highlighted the performance indicators for Facility Operations including the revenue generated from rentals and the data on the different departments on a cost basis. The performance indicators for Transportation included bus stops, transportation mileage, accident rate, MSP inspections and student and parent satisfaction with transportation services.

Ms. Hartnell, Director of Budget and Finance, highlighted the performance indicators for Business Operations including unreserved fund balance, usage of special purpose funding, percent of direct deposit paychecks, every fiscal month closed by the 15th of the month, early retirement, enrichment, and the school lunch fund being self-sufficient.

Mr. Mull highlighted the performance indicators for Food Service including legal compliance, meal participation, student and parent satisfaction with the food service, and the complete installation of the POS system.

Mrs. Hartman, Manager of Community Relations and Foundation, highlighted the performance indicators for Community Relations including SchoolMessenger and MailOut. The performance indicators for the Foundation included donors, special events, scholarship program and reception, and the MEEMIC Insurance/Pino Agency Excellence in Education Award which recognizes employees.

ADDITIONAL BUSINESS

A. Citizens Present - None

B. Members of the Administration

Mrs. Moore shared that she would be providing an anti-bullying awareness professional development workshop on Monday, December 19 and invited Board members to attend.

Mr. Clarke shared the following information: new board member orientation that recently took place, in January there will be a follow-up report regarding media centers comparing the top ten achieving districts' media center programs, a letter from a parent that he received regarding staff member Laura Matthews, teacher from Rochester High School, commending her for her classroom instruction, and his recent participation at Brooklands Elementary chili cook-off.

C. Members of the Board of Education

Mrs. Talbert shared a communication regarding Brandon Ulrich, vocal music director at Stoney Creek High School, and the chamber singers' participation at the upcoming Michigan Music conference.

Mrs. Cenko acknowledged the work of the Rochester Area Neighborhood House and the number of contributions that come from Rochester Community School students and staff that assist families in need.

ANNOUNCEMENTS

Upcoming RCS Events

December 14, 2011 - Superintendent's Community Coffee from 10-11:30 a.m., Admin. Ctr., Graham Room
December 19, 2011 - January 2, 2012: No School / Winter Recess

ADJOURNMENT

A motion was made to adjourn the meeting at 8:58 p.m.

Moved by: Mr. Coutteau
Supported by: Mr. Sibert
Motion carried: 7-0

Respectfully submitted:

Christine Keener
Recording Secretary

Approved by:


Charles H. Coutteau
Secretary, Board of Education