

WATERFORD SCHOOL DISTRICT
Regular Meeting of the Board of Education
Thursday, August 16, 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. Information Items
 - a. Attendance
 - b. Athletics
 - c. Neola Policy Updates
 - d. Bond Audit Report, Capital Projects, 2016 Bond Series I
 - e. Tentative Agreements with Collective Bargaining Units
6. Audience Comments on Action Items
7. Approval of Minutes
 - a. August 2, 2018 Interim Meeting
8. Accounts Payable – July 2018
9. School District Financial Statement
10. New Business
 - a. Superintendent's Recommendations
 - (1) Recommendation 20-18-19 Relative to Resignations/Retirements/Leave of Absence Expirations
 - (2) Recommendation 21-18-19 Relative to Teaching Contract Changes/Appointments
 - (3) Recommendation 22-18-19 Relative to Tentative Agreement: WEA
 - (4) Recommendation 23-18-19 Relative to Tentative Agreement: MESPA I
 - (5) Recommendation 24-18-19 Relative to Tentative Agreement: MESPA II
 - (6) Recommendation 25-18-19 Relative to Tentative Agreement: MESPA III
 - (7) Recommendation 26-18-19 Relative to Tentative Agreement: WFSP
 - (8) Recommendation 27-18-19 Relative to Tentative Agreement: WASA
11. Audience Comments on Non-Action Items
12. Discussion Items
 - a. Future Items
 - (1) Celebration of Learning – Summer of STEAM
 - (2) Information – Anti-Bullying Task Force Update
 - b. Board of Education Reports
13. Superintendent's Reports
14. Adjournment

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

ITEM NO: 5.a. Information Item

TOPIC: Attendance

Becky Staab, Truancy Officer, will present information to the Board of Education relative to Waterford School District attendance.

Resource Persons: Lisa McFee, Assistant Superintendent, Teaching and Learning Services

Date of Board of Education Meeting: August 16, 2018

WATERFORD SCHOOL DISTRICT ATTENDANCE GUIDELINES

School attendance has a significant impact on a student's academic success starting in kindergarten and continuing through high school. Each school day is important to ensure students acquire the knowledge and skills they need to be prepared for the next grade level. If a student misses 3 days a month throughout the school year, it equates to 5 weeks of missed instruction. Capitalizing on each and every moment is important. Absences—excused or unexcused— can add up to too much time lost in the classroom and leave students falling behind. This is as true for kindergartners as it is for high school students.

DEFINITIONS

- Attendance cap:** Total number of absences allowed. A student should miss no more than 10 excused or unexcused days per year.
- Unexcused Absence:** An absence when the parent/guardian does not call to excuse the absence and, as a result, receives an automated alert.
- Excused Absence:** An absence when the parent/guardian calls the school within 48 hours of the absence to inform the school that the student will not be in attendance. These absences still count towards the attendance cap.
- Exempt Absence:** An absence that is reported but does not count toward the attendance cap. To obtain an exemption the student/parent must provide one of the following to the building administrator:
- Documentation from a physician, dentist, orthodontist, or therapist stating the student had an appointment that required being absent for a portion of the school day.
 - Documentation from a physician stating the student was ill and needed to be absent from school for a specified period of time.
 - Documentation of a religious holiday, funeral of a close family member, legal requirements, or out of school suspensions.
- Tardy:** Failure to be present at the start of class.

DISTRICT PROTOCOL

- At 5 absences:** The school will make contact with the student and parent/guardian.
- At 7 absences:** The school will mail a letter home to the parent and place a copy in the student's educational record.
- At 10 absences:** For students in grades K-5, the school will complete a referral to the Waterford Success Program and place a copy in the student's educational record. The Program Director will meet with the family to explore barriers to attendance and develop an Attendance Intervention Plan. For students in grades 6 – 12, school personnel will arrange a meeting with the parent and student to develop an Attendance Intervention Plan. A copy of the plan will be placed in the student's educational record.
- At 20 absences:** The student/family will be referred to the Oakland County Truancy Program to begin the court process.

The State of Michigan Compulsory School Attendance law requires that every parent, guardian, or other person in this state having control and charge of a child shall send that child to a public school during the entire school year from the time the child turns the age of 6. The child's attendance shall be continuous and consecutive. A violation of this law occurs if a child is repeatedly absent from school without valid excuse. These cases are handled in District Court.

Attendance for all Students
June, 2018

School		Enrollment	20 or more days absent	% Chronically Absent
Durant	HS	148	82	55%
Kettering	HS	1336	173	13%
Mott	HS	1404	268	19%
HS totals		2888	523	18%
Mason	MS	972	85	9%
Pierce	MS	926	54	6%
MS totals		1898	139	7%
Beaumont	ES	333	8	2%
Cooley	ES	484	18	4%
Donelson Hills	ES	527	36	7%
Grayson	ES	476	18	4%
Haviland	ES	345	11	4%
Houghton	ES	209	10	3%
Knudsen	ES	340	9	1%
Riverside	ES	375	15	4%
Schoolcraft	ES	429	8	2%
EL totals		3518	133	4%
DS totals		8,304	795	10%

Attendance for Students 6 to 16
June, 2018

[illegible]

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

ITEM NO: 5.b. Information Item

TOPIC: Athletics

Allison Sartorius, Director of Athletics, will update the Board of Education on Waterford School District Athletics.

Resource Persons: William Holbrook, Assistant Superintendent, Business and Operations

Date of Board of Education Meeting: August 16, 2018

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

ITEM NO:	5.c.	Information Item
TOPIC:		Neola Policy Updates

The following policy updates 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)

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: August 16, 2018

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

ITEM NO: 5.d. Information Item

TOPIC: Audit Report, Capital Projects, 2016 Bonds Series I

The Board of Education will be presented with the Audited Financial Statements for the 2016 Series I Bonds. Marisa Ahrens of Yeo & Yeo will be the presenter.

The Audited Financial Statements are a public document and will be available for review at the Kurzman Administrative Services Crary Campus, Office of the Assistant Superintendent of Business & Operations, and the District website.

Resource Persons: William Holbrook, Assistant Superintendent, Business and Operations
Danielle Corbeil, Director of Finance and Budget

Date of Board of Education Meeting: August 16, 2018

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

ITEM NO:	5.e.	Information Item
TOPIC:	Tentative Agreements with Collective Bargaining Units	

Waterford School District has reached Tentative Agreements with the following bargaining units:

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 Federal Support Personnel (WFSP)
Waterford Association of School Administrators (WASA)

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

Resource Persons: Janet McLeod,

Date of Board of Education Meeting: August 16, 2018

WATERFORD BOARD OF EDUCATION – MINUTES

**Interim Meeting
August 2, 2018**

OPENING

The Interim 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 and Himmelspach
Absent: Members Piggott, Barghahn and Torres
Others: William Holbrook, Danielle Corbeil, Darin Holley, Carly Stone, Nadine Milostan, Lisa McFee, Janet McLeod, Mary Craite, Julie Josselyn, Kathy Ondusky, Kim Casagrande, Suzanne Mitchell, Lori McCracken, Kim Rabideau, Irene Jarois, Lisa Kane, Kenzi Bisbing, Mark Herne, Megan Roberts and others who did not register.

In the absence of Member Piggott, Member Halls was appointed Secretary.

APPROVAL OF THE AGENDA

The agenda was approved as presented.

INFORMATION ITEMS

a. Construction Update

William Holbrook, Assistant Superintendent, Business and Operations, presented an update relative to previous bond projects as well as the 2018 summer construction work at various sites including Mason Middle School, Haviland, Houghton and Riverside Elementary Schools, the Service Building and the pedestrian bridge on Walton Blvd.

Member Sutherland thanked Mr. Holbrook and Barton Malow for the oversight and great work and also expressed appreciation to the community for supporting this work through the passage of the bond.

Member Petrusha confirmed that there is a duration specified warranty on the pedestrian bridge paint.

AUDIENCE COMMENTS ON ACTION ITEMS

There were no audience comments on action items.

APPROVAL OF THE MINUTES

- a. July 19, 2018, Regular Meeting
- b. July 19, 2018, Closed Meeting

Moved by Member Halls and supported by Member Sutherland that the Board of Education approve the minutes of the meetings listed.

Ayes: Members Petrusha, Himmelspace, Halls, and Sutherland
Nays: None
Motion carried. (4-0)

NEW BUSINESS

- a. Superintendent's Recommendations

- (1) Recommendation 15-18-19 Relative to Head Start Personnel Policy

Moved by Member Halls and supported by Member Sutherland that the Board of Education approve the Head Start Personnel Policies as approved by the Head Start Policy Committee.

Ayes: Members Petrusha, Himmelspace, Halls, and Sutherland
Nays: None
Motion carried. (4-0)

- (2) Recommendation 16-18-19 Relative to Short Term Borrowing for the 2018-2019 Fiscal Year
Based on cash flow projections the Administration has determined it is necessary to borrow up to \$9,900,000 to meet short term cash flow obligations. These projections have been reviewed and supported by the Michigan School Investment Association. This short term borrowing for the 2018-19 fiscal year will be repaid September of 2019.

Historically the District has borrowed for short term obligations based on the timing of receiving state aid funds. The borrowing will be accomplished through brokerage firms and banking institution bids.

Moved by Member Sutherland and supported by Member Petrusha that the Board of Education adopt the attached resolution authorizing the borrowing not to exceed \$9,900,000.

Ayes: Members Petrusha, Himmelspace, Halls, and Sutherland
Nays: None
Motion carried. (4-0)

- (3) Recommendation 17-18-19 Relative to Oakland County Parent Advisory Representative

The Oakland Schools Plan for the Delivery of Special Education Programs and Services specifies that the Oakland Schools Board of Education will appoint the Special Education Parent Advisory Committee whose members will serve a three year term. Each school district that provides special education services for more than 100 students may have two representatives. Kenzi Bisbing and Jessica Pumfrey are currently appointed to serve three year terms. The term for Kenzi Bisbing expired June 30, 2018.

NEW BUSINESS

a. Superintendent's Recommendations

(3) Recommendation 17-18-19 Relative to Oakland County Parent Advisory Representative

Moved by Member Halls and supported by Member Sutherland that the Board of Education appoint Kenzie Bisbing as a parent representative for Waterford School District, for a three year term, expiring June 30, 2021.

Member Sutherland thanked the Parent Advisory Committee representatives for their time and dedication.

Ayes: Members Petrusha, Himmelspace, Halls, and Sutherland

Nays: None

Motion carried. (4-0)

(4) Recommendation 18-18-19 Relative to Resignations

Moved by Member Halls and supported by Member Sutherland that the Board of Education accept the following resignations:

Clinton-Barnett, Lindsay – Teacher
Houghton Elementary
Resignation
Effective: July 18, 2018

Holbrook, William – Assistant Superintendent
Business & Operations - Kurzman Administration
Resignation
Effective: August 24, 2018

Milch, Kenneth – Assistant Principal
Kettering High School
Resignation
Effective: July 26, 2018

Poll, Kristi – Teacher
Pierce Middle School
Resignation
Effective: July 24, 2018

Rosol, Breanna – Teacher
Pierce Middle School
Resignation
Effective: July 17, 2018

Members of the Board made comments commending Mr. Holbrook for his time in the District and Mr. Holbrook addressed comments and questions from members of the Board.

Ayes: Members Petrusha, Himmelspace, Halls, and Sutherland

Nays: None

Motion carried. (4-0)

NEW BUSINESS

a. Superintendent's Recommendations

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

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

Bellmore, Lauren – Special Education Teacher
Kingsley Montgomery School
Probationary Contract - Effective: August 23, 2018

Berlin, Howard
Riverside Elementary
Tenure Contract - Effective: August 28, 2018

Brokaw, Hanna – Teacher
Pierce Middle School
Probationary Contract - Effective: August 23, 2018

Cole, Hannah – Special Education Teacher
Houghton & Schoolcraft Elementary
Probationary Contract - Effective: August 23, 2018

Fromwiller, Van – Teacher
Mott High School
Probationary Contract - Effective: August 23, 2018

Gray, Ashley – Behavior Interventionist
Elementary Schools
Probationary Contract - Effective: August 23, 2018

Gui, Valeriya – Teacher
Pierce Middle School
Probationary Contract - Effective: August 23, 2018

Hietala, Don – Teacher
Pierce Middle School
Tenure Contract - Effective: August 28, 2018

Miller, Andrew – Teacher
Mott High School
Probationary Contract - Effective: August 23, 2018

Nichols, Brooke – Special Education Teacher
Houghton Elementary
Probationary Contract - Effective: August 23, 2018

NEW BUSINESS

a. Superintendent's Recommendations

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

Sames, Joseph – Teacher
Mott High School
Probationary Contract - Effective: August 23, 2018

Tremain, Joel – Special Education Teacher
Houghton Elementary
Probationary Contract - Effective: August 23, 2018

Ayes: Members Petrusha, Himmelspach, Halls, and Sutherland
Nays: None
Motion carried. (4-0)

AUDIENCE COMMENTS ON NON-ACTION ITEMS

Art Welch spoke regarding Board dynamics.

Lisa Kane commented on the resignation of Mr. Holbrook.

DISCUSSION ITEMS

a. Future Items

- (1) Information – Athletics
- (2) Information – Attendance
- (3) Information – Neola Policies
- (4) Information – Bond Audit Results, Capital Projects, 2016 Bond, Series I

b. Board of Education Reports

Member Sutherland expressed appreciation for the leadership of Mr. Holbrook.

SUPERINTENDENT'S REPORT

Dr. Wunderlich spoke to the resignation of Mr. Holbrook.

ADJOURNMENT

The Regular Meeting was adjourned by President Himmelspach at 6:49 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 North Cass Lake Road
Waterford, MI 48328

ITEM NO:	
TOPIC:	Accounts Payable for July 2018.

RECOMMENDATION: It is recommended that the Board of Education approve the Check/Electronic Funds Transfer Register for the month of July 2018 as listed on pages 1-114, and Fifth Third Account Statement listed on pages 1-3.

General Fund/Pooled Cash

Vendor Checks/Electronic Transfers	FY18	\$ 787,597.34
	FY19	\$1,654,873.29

Special Ed Center Program

Vendor Checks/Electronic Transfers	FY18	\$ 9,540.51
	FY19	\$ 1,880.82

Community Service Fund

Vendor Checks/Electronic Transfers	FY18	\$ 33,296.66
	FY19	\$ 5,717.28

Food Service

Vendor Checks/Electronic Transfers	FY18	\$ 7,182.33
	FY19	\$ 39,870.77

Bond Capital Projects – Series II

Vendor Checks/Electronic Transfers	FY18	\$ 2,243,711.14
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Debt Service Fund

	FY19	\$ 500.00
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<u>Purchasing Cards</u> – 5/3 Acct Stmt	FY19	\$ 12,252.62
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RATIONALE: Invoices have been processed by Accounts Payable and Purchasing per requisitions submitted by various departments.

BUDGETARY INFORMATION: All within prescribed budget allocations.

EXHIBITS: Attached schedule.

Resource Person(s) William Holbrook, C.P.A., Asst. Supt of Business & Operations
Danielle Corbeil, Director of Finance & Budget
Doreen Simonds, Director of Nutrition & Purchasing Services

Date of Board of Education Meeting: August 16, 2018

**WATERFORD SCHOOL DISTRICT
STATEMENT OF REVENUES AND EXPENDITURES
GENERAL FUND
FOR THE ONE MONTH ENDED JULY 2018**

<u>REVENUE</u>	<u>BUDGET</u>	<u>ACTUAL PLUS ENCUMBRANCE</u>	<u>PERCENT OF BUDGET</u>
LOCAL			
PROPERTY	\$ 11,834,768	\$ 1,202,469	10.2%
OTHER	<u>2,195,191</u>	<u>226,733</u>	<u>10.3%</u>
TOTAL	14,029,959	1,429,202	10.2%
STATE			
MEMBERSHIP AID	55,778,011	3,067,791	5.5%
CATEGORICAL AID	<u>16,864,370</u>	<u>927,540</u>	<u>5.5%</u>
TOTAL	72,642,381	3,995,331	5.5%
FEDERAL	7,436,949	146,175	2.0%
INCOMING TRANSFER	<u>5,170,139</u>	<u>430,843</u>	<u>8.3%</u>
TOTAL REVENUE	\$ 99,279,428	\$ 6,001,551	6.0%
<u>EXPENDITURES</u>			
INSTRUCTION:			
ELEMENTARY	\$ 9,752,823	\$ 47,180	0.5%
MIDDLE SCHOOL	4,705,937	5,884	0.1%
HIGH SCHOOL	6,631,888	26,962	0.4%
SUMMER SCHOOL	130,278	25,895	19.9%
EARLY CHILDHOOD	1,825,891	433	0.0%
SPECIAL ED	10,392,915	42,630	0.4%
COMP ED	3,115,187	3,248	0.1%
VOC ED	<u>990,735</u>	<u>1,687</u>	<u>0.2%</u>
TOTAL INSTRUCTION	37,545,654	153,919	0.4%
SUPPORT SERVICE:			
PUPIL SERVICE	7,123,526	1,538	0.0%
INSTR STAFF	2,137,411	287,505	13.5%
GENERAL ADM	1,338,914	167,291	12.5%
SCHOOL ADM	3,898,954	180,699	4.6%
BUSINESS	10,683,333	3,142,223	29.4%
CENTRAL	<u>24,842,076</u>	<u>730,569</u>	<u>2.9%</u>
TOTAL SUPPORT	50,024,214	4,509,825	9.0%
OTHER:			
ATHLETICS	1,576,614	36,547	2.3%
COMMUNITY SERVICE	101,984	2,078	2.0%
FEDERAL PROGRAMS	7,823,995	153,783	2.0%
DEBT	1,078,000	995,425	92.3%
TEACHER RETIREMENT SAVINGS	(300,000)	(25,000)	8.3%
INTERFUND TRANSFERS	<u>190,170</u>	<u>15,847</u>	<u>8.3%</u>
TOTAL OTHER	<u>10,470,763</u>	<u>1,178,680</u>	<u>11.3%</u>
TOTAL EXPENDITURES	\$ 98,040,631	\$ 5,842,424	6.0%
REV. OVER(UNDER) EXP.	<u>\$ 1,238,797</u>	<u>\$ 159,127</u>	

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

ITEM NO.: 10.a.(1)	NEW BUSINESS Superintendent's Recommendation 20-18-19
TOPIC :	Retirements/Resignations/Leave of Absence Expirations

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

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

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

Date of Board of Education Meeting: August 16, 2018

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

ITEM NO.: 10.a(2) NEW BUSINESS
Superintendent's Recommendation 21-18-19
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:

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

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

Date of Board of Education Meeting: August 16, 2018

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

ITEM NO: 10.a.(3) NEW BUSINESS
Superintendent's Recommendation 22-18-19
TOPIC: Tentative Agreement: WEA

It is recommended 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.

Resource Persons: Janet McLeod, Director of Human Resources

Date of Board of Education Meeting: August 16, 2018

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

ITEM NO: 10.a.(4)	NEW BUSINESS Superintendent's Recommendation 23-18-19
TOPIC:	Tentative Agreement: MESPA I

It is recommended 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.

Resource Persons: Janet McLeod, Director of Human Resources

Date of Board of Education Meeting: August 16, 2018

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

ITEM NO: 10.a.(5)	NEW BUSINESS Superintendent's Recommendation 24-18-19
TOPIC:	Tentative Agreement: MESPA II

It is recommended 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.

Resource Persons: Janet McLeod, Director of Human Resources

Date of Board of Education Meeting: August 16, 2018

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

ITEM NO: 10.a.(6)	NEW BUSINESS Superintendent's Recommendation 25-18-19
TOPIC:	Tentative Agreement: MESPA III

It is recommended 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.

Resource Persons: Janet McLeod, Director of Human Resources

Date of Board of Education Meeting: August 16, 2018

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

ITEM NO: 10.a.(7)	NEW BUSINESS Superintendent's Recommendation 26-18-19
TOPIC:	Tentative Agreement: WFSP

It is recommended 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.

Resource Persons: Janet McLeod, Director of Human Resources

Date of Board of Education Meeting: August 16, 2018

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

ITEM NO: 10.a.(8)	NEW BUSINESS Superintendent's Recommendation 27-18-19
TOPIC:	Tentative Agreement: WASA

It is recommended 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.

Resource Persons: Janet McLeod, Director of Human Resources

Date of Board of Education Meeting: August 16, 2018