



Grosse Pointe Board of Education
Minutes of the Regular Meeting of August 22, 2011
Wicking Library, South High School
11 Grosse Pointe Blvd., Grosse Pointe Farms, MI 48236

MEETING MINUTES	President Steininger called the meeting to order at 8:07 p.m.
CALL TO ORDER	<p>The Pledge of Allegiance was led by Trustee Jakubiec.</p> <p>Board members present: Trustees Dindoffer, Gafa, Jakubiec, Minturn, Pangborn, Steininger and Walsh</p> <p>Also Present: Superintendent Klein; Assistant Superintendents Beels, Fenton and Harwood; and Executive Director Warras</p>
SUPERINTENDENT'S REPORT	<p>Dr. Klein shared information about the recent Maker Faire that took place at the Henry Ford with Grosse Pointe North and South Robotics Team members and the district's radio/astronomy students participating in the event at the end of July.</p> <p>Dr. Klein congratulated Haley and Hannah Meijer, scholar athletes from South High School, on their accomplishments and competitions both nationally and internationally.</p> <p>There is a new partnership between C.A.R.E. of Southeast Michigan and the Grosse Pointe Schools which will connect families to support systems for students in the elementary, middle and high school including parent presentations and prevention education within the schools. Additional information is forthcoming.</p> <p>On Tuesday, September 6, 2011 students return to school. Teachers return to their buildings on Wednesday, August 31, 2011. The district is looking forward to welcoming students and staff as the new school year begins.</p> <p>On September 23, 2011, a group of volunteer professional photographers will capture "A Day in the Life" of the Grosse Pointe Public School System as part of the district's 90th birthday celebration. Images will be collected from the time students start getting ready for school, to a group photo at the North-South football game on South's field this year.</p> <p>For those new to the district who have not yet enrolled their children in school, now is the time to enroll them for the upcoming school year.</p>
PUBLIC COMMENTS ON REGULAR AGENDA ACTION ITEMS	<p>Luis Garcia, Grosse Pointe Park, shared his concerns about class sizes and staffing at Defer Elementary School.</p> <p>Sheryl Hogan, GPEAOP President, asked the Board to reconsider the proposed clerical cuts to employees in that group.</p> <p>Ranae Beyerlein, GPEA President, asked the Board to table an agenda item for approval for the Success Maker Program for at risk students. She asked that those funds be allocated to recall laid-off teachers or those with reduced assignments.</p>
AGENDA ACTION ITEMS FOR AUGUST 22, 2011	<p>A. Approval of Strategic Plan Framework</p> <p>A review of the Strategic Plan was presented by William Banach of Banach and Banach at a special meeting work session of the Board earlier this evening. The Board would like to discuss details of the Strategic Plan at greater length and would like to table this item until their regular October Board meeting. President Steininger said that another work session is</p>

recommended in order to progress to a level of approval in October.

President Steininger then moved item ***J. Approval of Gift from Grosse Pointe Foundation for Public Education*** next for the Board's consideration.

Mr. Robert Bury, Grosse Pointe Foundation for Public Education President, presented information from the Foundation's Grant Committee regarding recommendations to the Foundation Board for approval at their meeting on August 17, 2011. As a result of that meeting and additional information received from the district, the Foundation Board approved the following grants:

- Middle School Library Media- a request for \$10,200 to fund the purchase of hardware (two computers and webcams for each library, Senteo clickers, microphones and headphones) and software (licenses for Camtasia Studio to allow for creation of screencast lessons) for the libraries at each of the middle schools.
- Grosse Pointe North Television Studio- a request of \$2,700 for the purchase of one additional high definition camera to complete their equipment update.
- Working Together Wirelessly – a request for partially funding of the purchase of 15 net books for collaborative projects and independent student learning activities in the fourth grade classroom of Susan Howey at Trombly School. The foundation approved \$5000 toward that project.

It was Moved by: Trustee Pangborn

Supported by: Trustee Minturn

THAT the Board accept with gratitude the gift of \$17,900 to fund the projects proposed for middle school library media, the Grosse Pointe North Television Studio, and the fourth grade at Trombly Elementary School.

Ayes: Trustees Dindoffer, Gafa, Jakubiec, Minturn, Pangborn, Steininger and Walsh

Nays: None

Motion carried by a 7 – 0 vote.

Mr. Bury noted that the proceeds from the Chamber of Commerce tailgate event on September 23rd previously mentioned by Dr. Klein will go to support the Grosse Pointe Foundation for Public Education.

B. Approval of Human Resources Report for August, 2011

Mr. Fenton preceded the Human Resources Report with enrollment information noting class size and projections as of today's date. He added that parents of secondary level students do not always notify the district if their child is not returning like the elementary parents do which often hinders accurate 'student drop' information until the opening of school. These drops are noted when school schedules are not picked up by students within the first few days and is an indicator that the child will not be returning.

Dr. Klein noted that there are currently 431 students in kindergarten. Class size information provided to the Board previously indicates "hot spots" in buildings around the district and areas needing to be addressed due to enrollment and class size issues.

Mr. Harwood then addressed a summary report on staffing FTE's. Enrollment figures are based on seat time for students and he said that has to be balanced out with the particular number of students in a classroom. In the secondary level, staffing is based on student

schedules showing 64.1 FTE's at North and 74.8 FTE's at South.

Mr. Harwood continued that, with the \$2.2 million cuts recommended by the Board, those FTE's recommended have been adjusted to meet recommendations of the Board.

Mr. Harwood shared details of the staffing configuration and FTE's as well as the distribution of staffing based on the original proposed budget, the budget cuts at the Board's regular meeting on June 27th and the implications of the Board's resolution from August 11, 2011.

Mr. Harwood then explained that the vote from the Board would need to include the administration's proposed level of staffing before approving the Human Resources Report.

Dr. Klein noted that the elementary staffing schedule originally proposed regarding the elementary Spanish program (which was not approved) has now been changed in its structure for this coming year and does substantially alter the amount of staffing. Mr. Warras continued that the recommendation would be that Spanish be taught in grades 3, 4 and 5 on a semester basis with a semester of Spanish and a semester of library skills. This would help to bring Spanish to a lower grade than the past year. Although this is not the initial proposal from the study committee, it would have significant benefits at a cost neutral basis or with an additional .2 FTE staff that would be deployed for other special subject classes.

The Human Resources Report contained the recall from layoff status of sixteen instructional employees, two new instructional assignments and one plant resignation. All appointments are replacements or otherwise within the 2011-12 budget allocations.

Mr. Fenton shared additional information about enrollment projections and up-to-date figures.

Mr. Harwood said that he is working on balancing the number of students in the classroom and the seat time needed in the classrooms with an estimate of 565.1 FTE.

It was Moved by: Trustee Walsh

Supported by: Trustee Minturn

THAT the Board approve the Human Resources Report as presented with the additional .2 FTE for a Spanish teacher at the elementary level.

Discussion among Board members recommended that the Human Resources Report and the additional .2 FTE for Spanish be voted on separately.

It was Moved by: Trustee Dindoffer

THAT the Board approve the additional .2 FTE staffing for Spanish elementary.

Mr. Walsh then withdrew his original motion.

The first motion for a vote was to approve the Human Resources Report as presented.

It was Moved by: Trustee Dindoffer

Supported by: Trustee Walsh

THAT the Board approve the Human Resources Report as presented.

Ayes: Trustees Dindoffer, Gafa, Jakubiec, Minturn, Pangborn, Steininger and Walsh

Nays: None

Motion carried by a 7 – 0 vote.

It was Moved by: Trustee Dindoffer
Supported by: Trustee Pangborn

THAT the Board authorize an additional .2 FTE allocation staffing for elementary Spanish.

Trustee Dindoffer then modified her motion, per Trustee Jakubiec's clarification, to include library skills with Spanish in the addition of the .2 FTE staffing allocation at the elementary level,

THAT the Board approve additional .2 FTE staffing for specials to accommodate the proposal presented by Dr. Elaine Middlekauff.

Ayes: Trustees Dindoffer, Gafa, Jakubiec, Minturn, Pangborn, Steininger and Walsh

Nays: None

Motion carried by a 7 – 0 vote.

C. Approval of Minutes of July, 2011

The Board was asked to approve minutes of the regular meeting of July 25, 2011.

It was Moved by: Trustee Walsh

Supported by: Trustee Minturn

THAT the Board approve the Regular Meeting Minutes of July 25, 2011 as presented.

Ayes: Trustees Dindoffer, Gafa, Jakubiec, Minturn, Pangborn, Steininger and Walsh

Nays: None

Motion carried by a 7 – 0 vote.

D. Approval of Superintendent Contract

President Steininger read highlights of the new superintendent's contract which will take effect on January 1, 2012 and was provided to all Board members for review.

Although Trustee Minturn congratulated Mr. Harwood on his new position noting that his comments have nothing to do with Mr. Harwood, he expressed concerns about the superintendent's contract and the reason for bringing it to the Board for a vote at this time. He added that it does not have the language for the salary formula contained in other employee group contracts regarding revenue sharing and cost increases.

Mr. John Gierak addressed Mr. Minturn's concerns noting that Mr. Harwood's contract is similar to other superintendent contracts, which, he added, are usually three year contracts. He added that the superintendent's contract is usually separate in content from other employee contracts.

Trustee Jakubiec said he is against revenue sharing for the superintendent's contract.

Board members shared their opinions of the superintendent contract presented ranging from salary and revenue sharing to the selection process overall and its perceived flaws.

It was Moved by: Trustee Steininger

Supported by: Trustee Pangborn

THAT the Board approve the Superintendent Contract as presented.

In a roll call vote,

Trustee Jakubiec, Yes
Trustee Gafa, No
Trustee Minturn, No
Trustee Pangborn, Yes
Trustee Dindoffer, Yes
Trustee Walsh, Yes
Trustee Steininger, Yes

Ayes: Trustees Dindoffer, Gafa, Jakubiec, Minturn, Pangborn, Steininger and Walsh

Nays: None

Motion carried by a 5 – 2 vote.

E. Approval of Superintendent Goals and Evaluation Process

Bylaw 0132.1. directs the Board to exercise its Executive responsibility “in part, by the appointment of the Superintendent.” Policy 1100 (District Organization) establishes the Superintendent as the Chief Executive Officer of the district. Policy 1210 (Board-Superintendent Relationship) establishes that it is “the primary duty of the Board to establish policies and that of the Superintendent to administer such policies.”

Policy 1240 (Evaluation of the Superintendent) mandates that the Board evaluate the performance of the Superintendent annually. At the outset of the evaluation the Board and Superintendent are directed to jointly “determine the method by which the evaluation shall be conducted.” The evaluations are to be based on “defined quality expectations developed by the Board for each criteria being assessed” and “shall include an assessment of the progress toward the educational goals of the district.” Policy 1210 also requires that the Board “in formulating its position with regard to the performance of the Superintendent, shall rely, whenever possible, on the objective outcomes of its evaluations rather than subjective opinions.” Therefore, the objective of this resolution is to fulfill the Board’s responsibility as directed by, and in accordance with, Board Policies 1210 and 1240 by establishing the criteria and process for evaluating the performance of the Superintendent.

It was Moved by: Trustee Walsh

Supported by: Trustee Minturn

THAT the Board approve the Superintendent goals and Evaluation Process as presented.

Ayes: Trustees Dindoffer, Gafa, Jakubiec, Minturn, Pangborn, Steininger and Walsh

Nays: None

Motion carried by a 7 – 0 vote.

F. Approval of Federal Program Funding

The grant history of federal funds was provided Ms. Beels. She noted that the Board would be asked to approve in August the acceptance of funds for the various programs offered in the district. The allocations are based on the numbers of low income children in the district from the 2010 census. Title monies come to the state and the state distributes the money to the individual school districts after state costs are deducted. A 10-year history of federal grants was provided to the Board including preliminary allocations for the 2011-2012 school year. Special Education monies used in a given school year are based on the previous years’ funding which means the district will not be notified of next year’s monies until the following year.

Title I monies were designed to help disadvantaged children meet high academic standards or

to help students who are failing or at risk of failing to meet district core academic standards.

It was Moved by: Trustee Walsh

Supported by: Trustee Minturn

THAT the Board approve the Federal Program Funding as presented.

Ayes: Trustees Dindoffer, Gafa, Jakubiec, Minturn, Pangborn, Steininger and Walsh

Nays: None

Motion carried by a 7 – 0 vote.

G. Approval of EduStaff Contract

The current contract with the Professional Educational Services Group, LLC (PESG) as the third party administrator for substitute staff is now in consideration for renewal. In order to review best options for services and costs of a third party administrator to provide such services, the proposed contracts for both PESG and EduStaff were considered. Upon the review of the different agencies, it appears that EduStaff has developed a quality of service that can effectively assist the staff who is in a substitute capacity with the district and the Human Resources Department. Also, as indicated in the contract with EduStaff, the company will return .05% of all contracted dollars back to the school district as unrestricted funds through the EduStaff Educational Foundation (a 501(c) tax exempt entity).

The Board is asked to approve the services of EduStaff for a period of three (3) years concluding on June 30, 2014.

It was Moved by: Trustee Dindoffer

Supported by: Trustee Pangborn

THAT Board members approve the contract with EduStaff as presented.

In a roll call vote,
Trustee Jakubiec, Yes
Trustee Gafa, No
Trustee Minturn, Yes
Trustee Pangborn, Yes
Trustee Steininger, Yes
Trustee Dindoffer, Yes
Trustee Walsh, No

Motion carried by a 5 – 2 vote.

H. Approval of Success Maker Program for At Risk Students

Success Maker is a software program designed to address the needs of our students with special needs and students who are “at risk” in reading and mathematics. The program collects and tracks data so that student growth can be systematically monitored and instructional modifications made quickly based on individual student needs.

Parcells Middle School piloted the Success Maker program with its students during the 2010-2011 school year. A special education staff member conducted extensive research on Success Maker and other programs that are designed to address the needs of special education students as well as for students who are at risk for school failure. This work was prompted by new federal mandates (Response to Intervention legislation) that require districts to use a research based intervention tool to track students’ progress in the general education curriculum and determine a pattern of strengths and weaknesses to qualify under the Specific Learning Disability Area.

Based on district experience, the Success Maker program has demonstrated success in achieving the stated ends. Many other districts have reported similar success in using this tool.

The district recommends the purchase of 50 licenses. The license allows for 50 concurrent users, and with effective scheduling the program can be used by many more students during the school day. It will allow for inclusion opportunities for students with special needs to learn alongside their general education peers. If approved the plan is to make this software available to students serviced in the Resource Rooms at the high schools, middle schools and elementary schools.

The total cost of 50 licenses, three years of support and three days of professional development for district staff is \$84,010. ARRA funds are available for this purchase, and are required to be spent on a research based intervention tool that does what Success Maker is designed to do.

It was Moved by: Trustee Walsh

Supported by: Trustee Jakubiec

THAT the Board approve the Purchase of 50 licenses of Success Maker software with three years of support from Pearson Software for a total of \$84,010.

Ayes: Trustees Dindoffer, Gafa, Jakubiec, Minturn, Pangborn, Steininger and Walsh

Nays: None

Motion carried by a 7 – 0 vote.

I. Approval of Resolution on Local Control of Schools

The State of Michigan's School Aid Act establishes provisions to allow Local Education Authorities (LEA's, aka public school districts) to enroll students who do not live within their legal boundary. These provisions are colloquially referred to as School of Choice (SoC). Since 1996, Michigan LEA's have had this option – executable by annual action by the locally elected school board. This has proven to be an attractive option for LEA's that, in accordance with Proposal A, reap the financial benefit of incremental student enrollment by virtue of receiving the state Foundation Allowance. SoC allows districts a means to increase their enrollment by attracting students beyond their geographic boundary.

Given the financial constraints affecting LEA's, this has proven to be an attractive option:

- Of the state's 552 LEA's, 450 (82%) choose to participate in SoC. 102 (18%) do not. GPPSS is among the 18%.
- Student enrollment within SoC districts represents 71% of the state's total K-12 student population.
- Non-SOC student enrollment is 21%.
- 8% are charter school students.
- Of the above mentioned 71% enrolled in SoC school districts, 8.2% are enrolled by virtue of their participation in SoC.
- 6.3% of all statewide LEA students attend a school outside their home district by virtue of SoC.

In a "Special Message on Education Reform" delivered in April, Governor Snyder promised to bring forward, among other things, legislation that would no longer allow LEA's to opt-out of SoC. Senate Education Committee Chairman Phil Pavlov (R – St. Clair) plans to introduce such a bill, among several other education reform bills, on September 7th.

The Resolution before the Board tonight is **not** aimed to argue against the relative merits of SoC in a broad sense. The statistics clearly demonstrate it to be an attractive option for many

	<p>districts. The summary point is that while most districts opt into SoC, the net result is a fairly limited participation rate among students (only 6.3% statewide). Even those schools that do opt into SoC, many have established their own guidelines and policies to limit SoC enrollment. Gov. Snyder's proposal threatens both parties in terms of choosing to participate in the first place and the degree of participation (e.g. many districts open very few spots annually and often then only in lower elementary).</p> <p>SoC is not inherently bad policy, but rather it is an option heretofore locally determined based on local considerations made by locally elected officials. Gov. Snyder's proposal threatens the ability of LEA's to make choices on SoC, and whatever may follow, at the local level. The Resolution on Local Control is presented as a means to send a clear message to Gov. Snyder and other state and municipal officials that further encroachment by Lansing into local policy matters is a trend we seek to no longer perpetuate.</p> <p>It was Moved by: Trustee Pangborn Supported by: Trustee Walsh</p> <p>THAT the Board approve the Resolution on Local Control of Schools and that, upon approval, a copy be sent to the Governor and other state and municipal officials.</p> <p>Ayes: Trustees Dindoffer, Gafa, Jakubiec, Minturn, Pangborn, Steininger and Walsh Nays: None Motion carried by a 7 - 0 vote.</p> <p>J. Approval of Gift from the Grosse Pointe Foundation for Public Education</p> <p>This item was introduced and approved earlier in the agenda.</p>
<p>ACTION ITEMS FOR SEPTEMBER 26, 2011</p>	<p>A. Approval of Human Resources Report for September, 2011</p> <p>This information will be available to the Board prior to the September, 2011 meeting.</p> <p>B. Approval of Minutes for July, 2011</p> <p>Minutes of July, 2011 Board meetings will be available prior to the next regular meeting.</p> <p>C. Approval of Tax Levy for 2011-2012</p> <p>The district needs an actual count of students enrolled in order to determine the tax levy. For that that reason, the tax levy information will be provided and presented to the Board for approval, at the September 26, 2011 Board meeting. This gives the district an opportunity to calculate the first enrollment count as the numbers are based on the number of students, blended enrollment count. It therefore, is in the district's best interest, to calculate the tax levy based on enrollment numbers from the first count day. There will not need to be a Truth in Taxation Hearing because the overall tax rate is going down.</p> <p>D. Approval of Resolution for Best Practice for Funding</p> <p>Section 22F of the State School Aid Act provides \$100 per pupil one-time grants to any school district which meets at least of four of the five required best practices criteria no later than June 1, 2012. Eligibility for this incentive payment is contingent on the Board of Education of the Grosse Pointe Public School System adopting a resolution which states the district has complied with at least four of the criteria.</p> <p>The Board of Education will be asked next month to adopt the resolution provided on the Best Practice Incentive so that the district may file it with the Michigan Department of Education in a timely manner and begin to receive the funding for the 2011-2012 school year.</p>

	<p>E. Approval of Legal Counsel for Special Education Matters</p> <p>Mr. Fenton noted that the district received five proposals for legal counsel for special education legal matters in response to the Request for Proposal (RFP) that was requested. He said that additional information will be provided to the Board prior to the September regular meeting.</p>
INFORMATION AND DISCUSSION	<p>A. Enrollment Update and Class Size/Staff Allocation Report</p> <p>Enrollment information and class size/staff allocation was discussed earlier in the meeting.</p> <p>B. Monthly Financial Report</p> <p>Mr. Fenton said that the month of July is the current month that financial reporting information is based upon and, as there is minimal activity during July, there is no new or major information to share at this time. A G.A.A.A. #1 will be provided to the Board when staffing is completed after enrollment numbers are closer to actuals instead of projections.</p> <p>Mr. Fenton did note a couple of emergency items that came out of the general fund this summer, the first being asphalt replacement behind Monteith on the playground where a sink hole developed. Following that was a water leak at the foundation level of the Administration Building on 389 St. Clair in the budget. Neither of these items was budgeted, but needed immediate repairs as unexpected costs that incurred this summer.</p> <p>C. Health Care Report</p> <p>Mr. Harwood shared the information provided to the Board that contained an executive summary for the fiscal year cost projections for health coverage including costs for Blue Cross/Blue Shield medical and prescription costs and also HAP/ HMO program dental/vision additional expenses and employee contributions. It also captures the district's fiscal year and does indicate through June the district had a total cost of all health care expenses of \$9,811,138 and contributions that addresses the best practices issue contributions by the employee groups of \$997,269. The total net cost for health care for this year was approximately \$8.8 million. This information, and that provided by the auditors, will be used to update the district's Budget Model Utility Report.</p> <p>E. Board of Education Trustee Election</p> <p>The City Clerk of Grosse Pointe Park notified the district at the close of business on Tuesday, August 16, 2011, the deadline for filing, that the following candidates have completed the requirements to run in the November election for the two vacancies on the Grosse Pointe Public Schools Board of Education:</p> <p>Diane Karabetsos Daniel H. Roeske Lois H. Valente</p>
FUTURE MEETINGS	<p>President Steininger then announced that there will be a Work Session at 6 p.m. and a Regular Meeting of the Board at 8 p.m. on Monday, September 26, 2011 in South Wicking Library.</p>
PUBLIC COMMENTS ON NON-ACTION ITEMS	<p>Amy Reno, Grosse Pointe Park, thanked the Board, especially Mr. Walsh, for listening to parents regarding enrollment numbers at Defer and acting upon those concerns.</p>
OTHER COMMENTS FROM BOARD AND SUPERINTENDENT	<p>Trustee Jakubiec encouraged residents to become involved in contacting their legislators regarding the schools of choice issue. He expressed his views to say that he "can't encourage legislators enough to not approach that area of local control."</p>

	<p>Trustee Gafa agreed that the bigger issue when discussing school of choice is that districts are losing local control. The ability to maintain our own school district is slowly eroding away. She encouraged the community to contact their legislators about this topic. Mrs. Gafa thanked Lee Warras for the online registration process this year.</p> <p>Trustee Pangborn congratulated Tom Harwood on his promotion to Superintendent. She thanked Mr. Walsh for the resolution on Schools of Choice that he presented. Mrs. Pangborn also thanked the speakers this evening who expressed their concerns. She also noted that she recently started a blog. On September 19th, she asked anyone interested to join her at Bigby Coffee for further discussion of school district concerns or issues. She wished everyone a good start to the new school year.</p> <p>Trustee Minturn had no comment.</p> <p>Trustee Walsh congratulated Tom Harwood and his appointment to the Superintendent position. He said that he thought it was a good, informative meeting tonight and he thanked fellow board members.</p> <p>Trustee Dindoffer congratulated Tom Harwood also and said she looks forward to working with him and is glad the students at Defer could be accommodated. She also wished everyone a good start for a successful school year.</p> <p>Dr. Klein noted that students continue to register for school and buildings are getting ready to welcome students. Teachers return on August 31st and students return on September 6th. She also shared the good news that all school made Adequate Yearly Progress (AYP).</p> <p>President Steininger thanked the Grosse Pointe Foundation for Public Education for their generosity to the school district. He congratulated the Meijer girls on their success in sports and Tom Harwood on his new position to Superintendent as he will serve the district well.</p> <p>Mr. Steininger said that he could assist anyone who wanted to purchase a Blue Devil coupon book to support the sports program at South High School. He also addressed the School of Choice issue noting that this district and Board is against the loss of local control and it is a theft of the district's ability to create its own destiny. He urged residents to contract their legislators so that this initiative can be defeated.</p>
ADJOURNMENT	There being no further business, President Steininger adjourned the meeting at 10:25 p.m.

Board Secretary