



**Grosse Pointe Board of Education  
Minutes of the Regular Meeting of February 29, 2016  
Brownell Middle School – MultiPurpose Room  
260 Chalfonte, Grosse Pointe Farms, MI 48236**

**MEETING MINUTES**

**I. CALL TO ORDER**

President Gafa called the meeting to order at 7:05 p.m.

**Board members present:** Trustees Gafa, Ismail, Pangborn, Roeske, Summerfield, Valente and Weertz

**Absent:** None

The Pledge of Allegiance was led by Trustee Pangborn

**Also Present:** Superintendent Niehaus, Deputy Superintendents Dean and Fenton

**II. APPROVAL OF BOARD AGENDA FOR February 29, 2016**

**It was Moved by:** Trustee Weertz

**Supported by:** Trustee Valente

**THAT the Board Agenda be approved as presented.**

**Ayes:** Trustees Gafa, Ismail, Pangborn, Roeske, Summerfield, Valente and Weertz

**Nays:** None

**Motion carried by a 7 – 0 vote.**

**III. Superintendent's Report**

**A. Recognition of Charles Rose, Going Above and Beyond**

Charles Rose at Grosse Pointe North was concerned about the weather and some pipes that had the potential of freezing in the cold winter weather. He stayed long into the night to keep an eye on the pipes, discovered that some of the pipes were starting to freeze over, he contacted another employee after hours to help with the repairs and saved the District time and money by his due diligence.

**B. Good News Items presented by Rebecca Fannon, Mrs. Mikesell was absent.**

The GPEA wanted to share some data with the Board of Education this evening about our school district. K12 2016 Niche Ranking provides a comprehensive assessment of the quality of the teachers in school districts in the United States and Puerto Rico. It uses data source from government and public data sects. A high ranking in teachers generally indicates that students are very happy with the instruction they receive and educational outcomes reflect the quality of instruction, the district is invested in its teachers and provides a good environment for teaching and learning. Teachers are invested in the schools and the students and work to ensure the best outcome for students. Grosse Pointe teachers are ranked overall #5 in the Detroit Metro area and #8 in the State of Michigan. Mrs. Mikesell respectively ask that as the budget unrolls, you keep in mind that behind all those numbers in the spread sheets, our professional staff members who have already taken large hits in their families financial landscape. The GPEA has continued to be dignified inspite of these cuts and continues to be accountable to our administrators that are now looking at 22 domains of evaluation for each teacher each year. Mrs. Mikesell expressed her gratitude for the partnership between the Grosse Pointe Public School and the GPEA.

**IV. PUBLIC COMMENTS ON AGENDA ACTION ITEMS FOR FEBRUARY 29, 2016.**

No speakers

**V. AGENDA ACTION ITEMS FOR FEBRUARY 29, 2016**

**A. Approval of Human Resources Report for February 29, 2016**

**It was Moved by:** Trustee Pangborn

**Supported by:** Trustee Roeske

Dr. Dean advised that the report is routine and nothing unique to mention.

**THAT the Board approve the Human Resources Report for February 29, 2016 as presented.**

**Ayes:** Trustees Gafa, Ismail, Pangborn, Roeske, Summerfield, Valente and Weertz

**Nays:** None

**Motion carried by a 7 - 0 vote.**

**B. Approval of Special and Regular Meeting Minutes of February 8, 2016**

**It was Moved by:** Trustee Weertz

**Supported by:** Trustee Ismail

Trustee Valente asked that the Special Meeting Minutes be amended to reflect that she participated in the closed session via telephone and not marked as absent during the Special meeting on February 8, 2016.

**It was Moved by:** Trustee Valente

**Supported by:** Trustee Roeske

**THAT the Board approve the amended Special and Regular Meeting Minutes of February 8, 2016 as presented.**

**Ayes:** Trustees Gafa, Ismail, Pangborn, Roeske, Summerfield, Valente and Weertz

**Nays:** None

**Motion carried by a 7 -0 vote.**

**C. Approval of Reinstatement Panel**

**It was Moved by:** Trustee Weertz

**Supported by:** Trustee Valente

Trustee Ismail noted that the date was incorrect and read 2015 instead of 2016. A corrected copy was placed at each board members place.

**THAT the Board approve the Reinstatement Panel as presented.**

**Ayes:** Trustees Gafa, Ismail, Pangborn, Roeske, Summerfield, Valente and Weertz

**Nays:** None

**Motion carried by a7 - 0 vote.**

## **D. Approval of Board Policies**

### **1. 5610.01 Permanent Expulsion**

Trustee Roeske explained that the board received a redline copy at last month meeting with the changes pursuant to the open meetings act and added in the language that is pursuant to the open meetings act. Added in was the language regarding timing and the chairperson.

**It was Moved by:** Trustee Roeske

**Supported by:** Trustee Summerfield

**THAT the Board approve Board Policy 5610.01 Permanent Expulsion**

**Ayes:** Trustees Gafa, Ismail, Pangborn, Roeske, Summerfield, Valente and Weertz

**Nays:** None

**Motion carried by a 7- 0 vote.**

### **2. Bylaw 0175.1 School Board Conferences, Conventions and Workshops**

**It was Moved by:** Trustee Roeske

**Supported by:** Trustee Weertz

Trustee Roeske advised that this was presented at two board meetings, feedback was provided and so Bylaw 0175.1 was taken back to the committee. The committee believes they have captured what the folks are asking for, with keeping what the committee had first presented. Changes were around transportation, approval and which conferences. Trustee Ismail asked about Meals, the 20% gratuity for all travel, this is meant for meals? Trustee Roeske did confirm up to 20% for meals.

**THAT the Board approve Policy 0175.1 School Board Conferences, Conventions and Workshops.**

**Ayes:** Trustees Gafa, Ismail, Pangborn, Roeske, Summerfield, Valente and Weertz

**Nays:** None

**Motion carried by a 7 -0 vote.**

## **E. APPROVAL OF RESOLUTION FOR BUDGET-FINANCE COMMITTEE**

**It was Moved by:** Trustee Valente

**Supported by:** Trustee Ismail

Trustee Pangborn gave some background information that prior Boards have always welcomed community members on both the finance and budget audit committee. Trustee Pangborn made a motion to bring back a budget-finance committee consisting of the Board Treasurer, who shall chair the committee, two board members and one community member to be selected by the committee members. Trustee Summerfield asked what this committee would be charged to do? As current Treasurer, he is governed by the policy to meet with various board members, gather information and present that in the budget parameters for a joint discussion. Will the committee supplement that? What would be Budget-Finance committee charge be? Trustee Pangborn says it would be supplemental. She mentioned that in the past the budget committees have had community members and in the last three or four years we have not. Trustee Valente commented that she has not been on the Board when there has been a Budget-Finance Committee, but she likes that this board tends to operate as a committee as a whole. We have a lot of discussions as an entire Board about budget and finances. She believes that it is the primary responsibility as fiduciary and could not support having a committee by our own doing to take away her opportunity for input. She has no concerns with having a community person engage with the Board and we give them lots of opportunity to do that. Trustee Roeske shared that in his five years on the board we have not had a finance committee. The best discussion we have had as a Board was the conversations we have had on our budget parameters. He also is not in favor of a budget-finance committee at this time. Trustee Ismail sees it as something to help out Trustee

Summerfield. He does an incredible amount of work and that there are somethings that maybe could be done by others that could help you. Trustee Pangborn mentioned that some meetings were labeled finance committee with the President and Treasurer, and if we are going to have a committee, we should at least include a community member. President Gafa noted that the Administration may have its own committees and sometimes they invited the President or Treasurer. Trustee Summerfield does meet with the Administration on a regular basis. Trustee Weertz mentioned that all of the district's financial information can be found on the website as well as all school districts in Michigan. Trustee Summerfield appreciates the thought to "lighten his load" and having a community member work with the elected officials, but at this point, he does not think we need a committee.

**Trustee Pangborn withdrew her motion.**

## **VI. AGENDA ACTION ITEMS FOR MARCH 14, 2016**

- A. Approval of Human Resources for March 14, 2016
- B. Approval of Closed and Regular session meeting Minutes of February 29, 2016
- C. Approval of Resolution Recognizing Distinguished Volunteers

President Gafa asked Trustee Pangborn to cochair committee with Trustee Roeske and Weertz. Then she explained that every year we ask our schools and administrators to submit names of people who have done an outstanding job of volunteering in their buildings.

### **D. Approval of Technology Bids**

Because there is only one meeting in March, we can move, if the Board prefers, items VI D and E to the April 25, 2015 meeting. Trustee Ismail asked Mr. Fenton if any of the items are critical time wise. No per Mr. Fenton.

- 1. Parcels Technology Infrastructure
- 2. Parcels Electronics
- 3. Additional Internet Service provider

Per Deputy Superintendent Fenton, this item will not be available until after March 10, 2015.

### **E. Approval of Restroom Bids**

Deputy Superintendent Fenton put the Restroom bids at the Boards place this evening for review. Superintendent asked that the Restroom bids be reviewed and submit questions to Deputy Superintendent Fenton during the week so that we can vote on Approval of Restroom Bids during the March 14, 2015 meeting. All the bids presented are in a phase process; Mason and Richard will be the final phase, the South project is the fourth and final phase in the main building. All three were put off for two years due to budget constraints. Axiom Construction Services was the low bidder on all three. Our proposal is to go with Axiom on Mason and Richard and North American Construction on South. He is not comfortable giving all three bids to one company.

- 1. GP South
- 2. Mason Elementary
- 3. Richard Elementary

## **VII. INFORMATION AND DISCUSSION**

### **A. Monthly Financial Report/Health Care Report**

Dr. Dean mentioned that our December numbers for health care was a hot month and that this is not uncommon and well within budget for this fiscal year. He met earlier in the day with Mr. Fenton and Brown and Brown, who updated them on our renewal rates for the next year with a 0% increase. Mr. Fenton had no new information to present. We are still on target for the 7.7 million, nothing has changed. We experienced a good winter with not a lot of extra overtime.

## B. Enrollment Update

The projection for enrollment was at the Board members places this evening for next year. Current year we are at 8006 student. Right now we are predicting no change for our elementary, but with the young 5's program we expect that to help out. The middle school will be down about 89 students and up about 20 at the high schools. These numbers will change again as registration is done. Superintendent added that we have nearly 100 young 5's that have shown interest in the program. 23 are officially registered. Currently we have Poupard, Mason and Defer slotted and are prepared to add a fourth location if need be. Trustee Ismail asked for a breakdown of which buildings the parents have selected. Mr. Howell advised that there are about 8 to 15 students who have requested specific buildings.

## C. Workplace Dynamics Report

Rebecca Fannon gave a quick update and advised that the whole survey results are still on the districts website to view. We had 571 staff respond to the survey over the summer with 1076 comments. After sharing the results with the Board, the administration met with the union representatives to come up with a top 10 list for four categories, relationships, implementing initiatives, meeting student needs and budget.

## D. Board Policies

1. AG 3131 Layoff and Recall of Teachers and Administrators
2. AG 3220 Teacher Evaluation

Trustee Roeske reminded the Board that these are Administrative Guidelines, not board policies and that no action is required. They are for information purposes only. Dr. Dean explained that what used to be governed by the collective bargaining agreement, such as layoff of teachers, placement and evaluations are now management rights. Some changes have been made that warranted us to review these guidelines. Grosse Pointe Schools is engaging in dialogue with our union leadership. They know that they cannot bargain over them but we believe in partnering with them.

## VIII. FUTURE MEETINGS

- A. Town Hall Meeting, Tuesday, March 8, 2016, 6:00 p.m., North High School Library
- B. Town Hall Meeting, Thursday, March 10, 2016, 6:00 p.m., South High School Library
- C. Special Meeting of the Board, Monday, March 14, 2016, 6:00 p.m., Brownell Library
- D. Regular Meeting of the Board, Monday, March 14, 2016, 7:00 p.m., Brownell Multipurpose Room
- E. Policy Committee Meeting, Wednesday, March 23, 6:00 p.m., 389 St. Clair, Board Room Auditorium

## IX. PUBLIC COMMENTS ON NON-ACTION ITEMS

Pamela Sossi, Newcastle, Harper Woods. She is running for Democratic State House Representative, District 1. I am a lifelong resident and a product of the Harper Woods school system. I have decided to run for District 1, because she feels it deserves better than its current representation. Grosse Pointe deserves better. Primary focus in her opinion is education. School of choice needs to be irradiated. It not only affects the Detroit community, but also the Grosse Pointe communities. She loves and cares for the community in which she grew up in and has strong ties to the community.

Patrick Chesterton, Yorkshire, Grosse Pointe Park. He is here to speak about the upcoming election and schools being opened. It is a concern of his. We as a logical district lock down our schools every day except for the one day a year we open those doors to anybody without security. That is a real concern for him. He has asked the board to ask the city's to take back the elections and get them out of the schools or find a way to take school off those days.

Michelle Shalhoub, Westchester, Grosse Pointe Park. She wanted to voice her appreciation for two elective programs here in the elementary schools. The magnet program and the multi age classroom at Trombly. My son has been able to explore his academic strengths in a flexible manor and excel. She is very happy with both of the programs.

Beth Newhart, Balfour, Grosse Pointe Park. First thing is to thank Dr. Niehaus, Mrs. Gafa, Mr. Summerfield for coming to Trombly Casino night to support our greenhouse project. And then Mr. Fenton for his support as well. She also thanked the board for the district multiage classroom. Trombly School has made a difference to hundreds of students.

#### **X. OTHER COMMENTS FROM BOARD AND SUPERINTENDENT**

Trustee Ismail commented about the North production of Secret Garden, the March 4 Michigan Association of School Boards President Workshop and the March 17<sup>th</sup> Wayne RESA seminar for Superintendent Evaluation.

Trustee Valente thanked Chuck Rose and Mr. Fenton for recognizing our employees, especially when they save us tens of thousands of dollars.

Trustee Pangborn also thanked Chuck Rose. She is not surprised that he received the certificate as she has seen the extra things that he has done. He is a fine example of what we look for in our staff.

Trustee Summerfield thanked the parents who spoke this evening. He appreciates their concerns. The magnet and multiage programs are great options in our district.

Trustee Roeske had no comment.

Trustee Weertz had no comment.

Superintendent Niehaus mentioned that we were only one of a few school districts that did not have a snow day. The idea behind that is when you have two inches of snow and clear sidewalks and roads, there is no reason to call off school. There is a presentation at Grosse Pointe War Memorial on March 15<sup>th</sup> called Dreamland: The True Tale of America's Opiate Epidemic, Sam Quinones. It is important for those that can attend. In regards to the elections on March 8<sup>th</sup>, we did choose to have school on that date. Mr. Fenton has secured security to be in place on that day. Grosse Pointe North is the only school in the district that is not an election site. Security will be in each building that day, plus our public safety will have a presence at the schools.

President Gafa thanked Mr. Rose. She commented that it is nice to take the time to recognize those employees that go the extra step. Reminding people that the Secret Garden is at North High School this weekend. She thanked the administration, you have done a great job of answering questions.

#### **XI. ADJOURNMENT**

President Gafa adjourned the meeting at 8:39 p.m.

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Cindy Pangborn, Board Secretary