



**Grosse Pointe Board of Education
Minutes of the Regular Meeting of January 11, 2016
North High School - PAC
707 Vernier, Grosse Pointe Woods, MI 48236**

MEETING MINUTES

I. CALL TO ORDER

President Gafa called the meeting to order at 7:04 p.m.

Board members present: Trustees Gafa, Ismail, Pangborn, Roeske, Summerfield and Weertz. Trustee Valente arrived at 8:00 p.m.

Absent: none

The Pledge of Allegiance was led by Trustee Roeske

Also Present: Superintendent Niehaus; Deputy Superintendents Dean and Fenton

II. APPROVAL OF BOARD AGENDA FOR January 11, 2016

It was Moved by: Trustee Roeske

Supported by: Trustee Pangborn

THAT the Board Agenda for January 11, 2016 be approved.

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

Nays: None

Absent: Trustee Valente

Motion carried by a 6 – 0 vote.

III. SUPERINTENDENT'S REPORT

A. Good News Items

1. Ardis Herrold, Heart of MESTA Award with Troy Hernandez, recipient of \$500 grant.

MESTA – The Michigan Earth Science Teachers Association has named Ardis Herrold as their Art Weinle Heart of MESTA Awardee for 2015. As part of the Heart of MESTA Award, she would designate a teacher to receive \$500 and she selected Troy Hernandez (North HS) to receive this.

2. Mason Elementary – Ford House 2015 Trim-a-Tree Contest 1st Place Winner

Throughout December, the Edsel and Eleanor Ford House displayed trees decorated by students from 20 Grosse Pointe and St. Clair Shores elementary schools. Thousands of Ford House visitors voted for their favorite trees during the Winter Wonderland weekends in December. Mason Elementary was first place winner and received a \$500 donation for their entry. Teachers Darcy Demas and Margaret McCulloch with parent Mrs. Somers helped students create and decorate the winning tree.

3. Good News from Laura Mikesell of GPEA

Lifeskill teachers Taylor Barczyk (Brownell) and Andrea Sobotka (Parcells) teamed up together to “Feed a Family” where they combined their services to feed many people with a thanksgiving dinner. A video was created showing students in action of preparing and cooking the dinners. Mrs. Mikesell also wished the board and administration a Happy New Year.

IV. PUBLIC COMMENTS ON AGENDA ACTION ITEMS

No speakers

V. AGENDA ACTION ITEM FOR January 11, 2016

A. Approval of Regular Meeting Minutes for December 14, 2015

It was Moved by: Trustee Pangborn

Supported by: Trustee Weertz

THAT the Board approve the Regular Meeting Minutes for December 14, 2015 as presented.

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

Nays: None

Motion carried by a 6 – 0 vote.

VI. Information and Discussion

A. Infrastructure List and Projects

Deputy Superintendent Fenton says this list is a master list of GP Public Schools projects on hold or for the summer of 2017. Really is a list of 10 year projects. Almost \$118,000,000 of projects, but the list is really for planning purposes. The list does not include maintenance vehicles as they come out of the general fund. Technology and security items are on the last page. The list is 11 pages worth of projects. \$29,200,000 are high priority projects, 5.9 million are technology and 5.9 million are security. These are unfunded and gross costs. Superintendent Niehaus then presented an overview and explained that on 2.5 million a year we will not be able to keep up with \$117 million worth of potential repairs and opportunities. The question is when are we going to look at a bond or millage to take care of this in a quicker fashion. As care takers of these buildings, we may need to start setting priorities that would involve the Board, community input, and school district (teachers, administrators, staff and engineers) that work on our buildings and determine our priorities. Tonight is an introduction to the board to determine how to move forward in this, with a deadline of the end of March to determine what we are doing, to what extent we are doing and how we are going to pay for it.

B. Summer Sinking Fund Projects

Deputy Superintendent Fenton advised that there are two lists. One list is a brief list to plan for the summer of 2016 sinking fund projects. Some are tentative awaiting bid dates and times. We collect approximately 2.5 million dollars per year out of our sinking fund that is designated for improvements. It is not for maintenance items, repairs, equipment or vehicles. Many of these are phase two or second projects to follow-up with what has already been started. Trustee Ismail asked for more detailed information on the Parcels Technology and the Trombly Green House project. Trombly project is very similar to what was done for the South green house. Parcels Technology will be for rewiring, new electrical circuits, etc., as well as expanding and updating the technology room in the basement of Parcels to accommodate the equipment. Dr. Niehaus reiterated the need for the updates to the Parcels Technology office. It is the backbone for the District. Trustee Summerfield mentioned that this is consistent with Strategic Planning.

C. Workplace Dynamics Report

Rebecca Fannon provide information regarding the Workplace Dynamics Report that is directed by Board Policy 3112, requiring an annual professional engagement staff survey and tied directly to our Strategic Plan, this summer we did a professional staff survey, working with Workforce Dynamics. An employee here at North nominated Grosse Pointe Public Schools as a top workplace and we were then invited to participate in the Workforce Dynamics survey. The survey was administered between July 28th and August 10th. 571 employees responded out of our 1076, this is a 53% rate of responses.

There were two categories of survey questions, workplace and engagement. Overall responses were in the luke warm/agree category. Responses were not surprising, but positive. Employees were positive regarding their manager. The second portion of the survey was on engagement. 61% of employees would recommend working for the GPPSS. Overall, the most encouraging item of this survey was that over the summer, our employees gave us over 1100 comments and suggestions for improvement. We have spoken with all of the presidents of the bargaining unit last week and asked them to look through the comments and meet with them again to discuss their top 10 items and compare notes and see what can we do to impact this to bring about change. Dr. Niehaus commented that he would really like to have this survey available again next school year.

D. Budget Parameters 2016-17

Trustee Summerfield advised that the budget parameter for 2016-17 is a draft and at the next board of education meeting a final version will be provided. He received input from the Board, the administration and the community through the year and what their concerns are with budget parameters. Some items on the list are new, some are from years past. There are 15 items on the list. The budget shall further aid in the achievement of the District's goals, and provide for long-term financial stability.

VII. Future Meetings

- A. Special Meeting of the Board, Monday, January 25, 2016, 6:00 p.m. Library, Pierce M.S.
- B. Regular Meeting of the Board, Monday, January 25, 2016, 7:00 p.m. Pierce Auditorium
- C. Regular Meeting of the Board, Monday, February 8, 2016, 7:00 p.m. Brownell MultiPurpose Room
- D. Policy Committee Meeting, February 11, 2016, 6:00 p.m. Board Room, 389 St. Clair
- E. Regular Meeting of the Board, February 22, 2016, 7:00 p.m. Brownell MultiPurpose Room

VIII. Public Comments on Non-Action Items

George McMullen, Grosse Pointe Woods, historically the Grosse Pointe Public Schools has always had the best in facilities. Funding has changed and money is tight. Administration is discussing the best possible situation for the \$117,000,000 future needs on a limited budget. There is an opportunity for the public to help with the Trombly Green House project. On Friday February 5, 2016 at The St. Ambrose ARC is a casino night fundraiser for the Green House and to please contact Trombly School with questions.

IX. Other Comments from Board Members and Superintendent

Trustee Ismail stated he was glad the next meeting is at Pierce.

Trustee Pangborn mentioned to Trustee Summerfield regarding the format for the budge parameters has been good the way he listed them. The community did not know that Trustee Summerfield has contacted the board to ask what they want to see. It has been a long time since the Board has had this kind of conversation. Years past the Board would meet twice a year in an open session to discuss concerns.

Trustee Valente commented on the Workplace Dynamics Survey. There was a tremendous amount of really honest feedback. It was evident that the Teachers struggle with the performance system that they feel comfortable with. She also wanted to share with the teachers, office personnel and classroom assistants that she appreciates them.

Trustee Roeske thanked Rebecca Fannon for shepparding the process and working with others. The key to surveys is what do you do with the data after? It sounds like there will be some action and he is encouraged by that.

Trustee Summerfield thanked everyone for sharing their thoughts on putting the budge parameters together.

Trustee Weertz felt the Workplace Survey was wonderfully done. It did take a bit of time to get through them all, but it wasn't surprising. We do have dedicated employees and they said loud and clear that they do need some appreciation, a little more than we are giving them and she appreciated that.

Deputy Superintendent Fenton and Dean had no comment.

Superintendent Niehaus mentioned that this was not classified as a work session. He felt that we had good conversation and comments and laid out where it is we need to go and what needs to happen. The Workforce Dynamics was the first step and he would like to provide the survey again next year with the hope that we would see some improvements. It is obvious that we are trying to work together and make things happen for our district. Thank you to the Board members who attended Saturday's Plante Moran workshop. And also thank you to those who attended the pre-board meeting the Town Hall Meeting with Representative Banks. Happy New Year to all.

President Gafa wished everyone a Happy New Year and welcome back. She thanked Trustee Summerfield and the board members for the good budget discussion and Mr. Fenton for putting together the list and Mr. VanGorder 's input. She mentioned that she appreciates the Grosse Pointe Public School staff.

Adjournment

President Gafa adjourned the meeting at 9:27 p.m.

Margaret Weertz, Board Secretary