

**Memphis Community
Secretary's Minutes
Regular Meeting of the Board of Education
Jr/Sr High Media Center
Memphis, MI
April 23, 2018**

President, M. Wendling called the meeting of the Memphis Board of Education to order at 7:00 pm, in the Jr/Sr High School Media Center.

Present: M. Wendling, Chad Deaner, Karyn McCue, Cheryl Florka, K. Francis, D. Rhein

Absent: C. Pare`

The Pledge to the flag was recited.

On a motion by McCue, supported by Florka, to amend the agenda for the Regular Meeting of April 23, 2018, as presented. **ADOPTION OF AGENDA**

Ayes: All Nays: None Motion Carried

Under consent agenda, you are approving the minutes from the Regular Meeting of March 26, 2018. **CONSENT AGENDA**

You are also approving the General Fund bills in the amount of \$228,046.02, and AP Payroll checks in the amount of \$16,218.42, Payrolls in the amount of \$224,294.44 with checks numbered 62818 through 62898 & ACH transfers in the amount of \$474,675.52 for a total of \$718,969.96, with check number 62818 voided, and additional bills in the amount of \$2,578.56, with checks numbered 62899 through 62905, and no checks voided.

On a motion by Florka, supported by Rhein, to approve the items under consent agenda, as presented.

Ayes: All Nays: None Motion Carried

Student of the Month: Mrs. Hankins presented Elementary award to Preston Aleman, and Mr. Karaffa presented awards to JH student Sydney Gross and HS student Brianna Peters. **Student of the Month**

Under Reports:

REPORTS

Athletics –Boys Basketball Banquet was held late but players were happy to attend. Athletic Report Booklet was shared with Board including Wrestling Award Winner, Students named in East GTC Boys and Girls Basketball All Conference, Athletic Savings and Donations, and Referee pay comparisons with area districts. Scoreboard repairs approved by Boosters. Inside wiring will be repaired and replaced where needed and painted at a cost of \$2000, compared to cost of new sign for \$20,000. Canceled games due to weather and field conditions are being rescheduled when possible. The shortage of referees makes it difficult for all games to be rescheduled. Shed donated by Nick Kuroski for Athletic Department. JV Baseball team will play at the Lansing Lugnuts Baseball Field on May 5th. Alumni Football game is May 11th, more players are needed. Hall of Fame nominees were

**Drake Okie,
Athletic Director**

contacted Memphis 10 x 12 sign being made for Football Stadium. Thank you to Boosters and Community for help with Athletic expenses, donations and support. **M. Wendling** asked about Referee availability and why is there a shortage? Referees will accept jobs where referee pay is paid at a higher rate. Purpose of comparison is to keep Board informed. The Board will consider recommendation for price increase.

Susan Hankins -

Early Literacy using MAISA was presented. Reading Workshop Series introduced to teachers which focuses on “What Learner Needs” vs. Basal Reading, which focuses on “The Lessons Taught”. This program will also show a cost savings, with a one time cost of \$12,000 instead of a yearly cost of \$11,700, and provides motivation for students to be interested in becoming avid readers. Some teachers will implement a lesson this year and start with reading and writing units in 2018-19.

**Susan Hankins,
Elementary Principal**

Matthew Karaffa – Notices were mailed to families of seniors with important dates for Prom, Exams, Senior Breakfast, Award and Graduation Ceremonies.

Presented data on Senior Project compiled by Kim Gaedcke. Aiming for 100% graduation rate, may have 4 to 6 not graduating. Already identifying current 10th and 11th graders who may be short credits to graduate, to start recovery of credits now. **K. Francis** – Are summer credit recovery classes available? **M. Karaffa** – Yes and this is a great opportunity to make-up needed credit. **C. Deaner** – Number of students in Senior Project is high. **M. Karaffa** – Students have been working very hard and ready to graduate. **B. Gudme** – High number of students in Blue Water Middle College brings down percentage of graduation rate.

**Matthew Karaffa,
Jr/Sr High Principal**

M. Karaffa – A request by senior students was discussed with Brad, to be allowed to decorate caps for graduation. Caps may be decorated and will be approved for Graduation Ceremony. Discipline Data compared to last year showing increase due mainly to vaping. Restorative Training of staff has helped with discipline. Jim Gillespie from the Resolution Center will be demonstrating circles involving students on May 8th in Practice Circles. Circles can be used for other discussions in addition to discipline. Our goal next year is to kick off the year with more training. Idea of Reflection Room being discussed which would include Liaison Officer for 2018-19. **K. Francis** – Who runs Reflection Room? **M. Karaffa** Liaison Officer usually would run Reflection Room with support from staff. **C. Deaner** – Is this the typical use of a Liaison Officer? **M. Karaffa** – Some districts train Liaison Officer for Reflection Room to use as needs arise, but not limited to just that duty.

Devin Kling – Amended Budget not available yet. Attended MSBO Conference with other Business Managers and completed three-year program for Chief Financial Officer certification. No updates on state aid just yet. Safety and security are priorities in schools across the board. Bond funds paid prior to due date of May 1st. Unclaimed property tax of approximately \$8000 from Memphis should be received within 90 days.

**Devin Kling,
Business Director**

M. Wendling – State is talking about increase in per pupil foundation.

B. Gudme – House and Senate in line for increase. Should be finalized within 2-3 weeks in state budget. Received updates on Memphis Alumni Andy Bishop, Marine Pilot and Colton Cichoracki, as Meteorologist at KQ2 TV, very proud of both of these former students.

Audience Participation – Mrs. Jacqueline Jeffery – Taught in Memphis for 28 years. Scholarship was set up in memory of her daughter, Michelle. Mrs. Jeffery expressed disappointment with district in handling account, with little communication and misplaced scholarship records. She would like to know who will handle account. She would like to increase amount of yearly scholarship, and requested that the district provide a yearly statement with update on account.

AUDIENCE PARTICIPATION

M. Wendling – Two people will be assigned to the account. **B. Gudme** - Sandy Fowler at CO and Kim Gaedcke, Jr/Sr High Counselor will take care of scholarship account. **D. Okie** – Announced to Mrs. Jeffery that she will be in the Memphis Hall of Fame. **Elizabeth Masters** –(parent) In support of Mr. Okie. He shows compassion to students and is ambitious. Athletics is high on list with Academics. **Kris Durst-Wahl** – (parent and Booster President) Banner for Athletics purchased. Boosters and Athletics contributed \$100 each towards \$300 total needed. Requested Board to contribute \$100. Susan Hankins and Matt Karaffa will each donate to make up the additional \$100 requested. Fans for the gym are too expensive, concerned as weather gets warmer. Mr. Okie is phenomenal. If we continue to build community students will stay. **Martin Cook** – (parent) Budget on website shows revenue up over 1st amended budget? Was in support of sinking funds, encouraged family and friends to do the same. Was there not a long term Administration Plan in place prior to asking Community to vote on Sinking Fund? Was Mr. Okie hired for only a year? Very disappointed in non renewal of his contract. **Elizabeth Plagens** – (parent) Spirit of being a YellowJacket shows since Mr. Okie has been Athletic Director. **Jennifer Smith** – (parent) Upset with decision to not renewal Mr. Okie’s contract. He is always present at games and events and promotes team spirit. Petition signed by students today presented to Board to keep him as Athletic Director.

Under Correspondence: Articles shared with the Board

CORRESPONDENCE

Under Old Business:

OLD BUSINESS

None

New Business:

NEW BUSINESS

- A. Approval of St. Clair Co RESA 2018-19 Proposed Budget Resolution and St. Clair TEC Offerings

St. Clair Co RESA Proposed Budget Resolution and St. Clair TEC Offerings

Budget was reviewed by Superintendent, no major changes, no increase to budget in six years. PA18 (Special Ed Funding) received small increase.

On a motion by Florka, supported by Francis, to approve the St. Clair County RESA 2018-19 Proposed Budget Resolution and St. Clair TEC Offerings, as presented.

Ayes: All Nays: None Motion Carried

- B. 2018-19 Budget Projections (No Motion Needed)

2018-19 Budget Projections

B Gudme - Difficult to project next year’s budget this early. Should be receiving an additional \$220-\$240 per pupil foundation for 2018-19, but not finalized at the state level yet. This year senior class has 83 students, Kindergartener’s registered so far for next year is up to 49 students. Budget for 2018-19 will project 20-22

students down. Number of BWMC students signed up are about 20 students, which lowers funding as well. Projected budget will also reflect a teacher resignation at top of pay scale, with replacement teacher being hired at between \$30,000-\$35,000.

C. 2018-19 Administrative Options (No Motion Needed)

2018-19 Administrative Options

B. Gudme - Administrative shared positions of nearby area school districts was presented showing salaries of these shared positions within those districts. AP/Transportation Director position did not work well for the district this year, as overlapping of duties was not efficient. Position of Dean of Students vs. Assistant Principal position has been discussed. Requirements have recently changed with the state. Administration Certification being required depending on duties of the position of Dean of Students . Administrator must be in program within six months and complete within three years. MI Planners presenting new offering of HMO Plan with zero out of pocket contributions to subscribers. Eidex forecasted student count for 2019-2020 school year to be down to 850 students. This year's number of seniors graduating and the number of kindergarteners starting in the fall, with financial factors are also considered when district makes decisions. End of year survey will be sent out to get numbers of returning students.

M. Wendling – Last amended budget was down \$342,000. Reason trying to save on budget is to keep cuts far away from academics and students as possible.

D. Approval of 2018-19 Calendar with Early Release

Approval of 2018-19 Calendar with Early Release

B. Gudme - Calendar for 2018-19 has been approved. Start will be after Labor Day, with early release one day per month on the 2nd Wednesday. Staff is supportive of early release and this will give teachers opportunity to collaborate within their departments and grade levels.

On a motion by McCue, supported by Florka, to approve the 2018-19 Calendar with Early Release, as presented.

Ayes: All Nays: None Motion Carried

Under Personnel:

PERSONNEL

A. Stacey Haggerty – Resignation – Social Worker

Stacey Haggerty, Resignation, Social Worker

On a motion by Florka, supported by Francis, to accept the resignation of Stacy Haggerty, Social Worker, as presented.

Ayes: All Nays: None Motion Carried

B. Carla Devereaux – Leave of Absence Extension, 2018-19

Carla Devereaux, Leave of Absence Extension

On a motion by Deaner, supported by Francis, to approve the Leave of Absence Extension for Carla Devereaux for the 2018-19 School Year, as presented.

Ayes: All Nays: None Motion Carried

C. Kristen Olson – Resignation – Varsity Volleyball Coach

**Kristen Olson,
Resignation, Varsity
Volleyball Coach**

On a motion by Rhein, supported by Florka, to accept the resignation of Kristen Olson, Varsity Volleyball Coach, as presented.

Ayes: All Nays: None Motion Carried

F. Jessica Getchell – Resignation – Jr/Sr High Art Teacher

**Jessica Getchell,
Resignation, Art Teacher**

On a motion by Florka, supported by Francis, to accept the resignation of Jessica Getchell, Jr/Sr High Art Teacher, as presented.

Ayes: All Nays: None Motion Carried

Superintendents Comments: BWMC stats included in Board Reports. Past 4-5 years have around 20 students enrolled in program each year. Outstanding Educator Award Nomination Form on Homepage, Twitter and Facebook. End of Year Surveys will go out to students, teachers, and parents to collect information to use for School Improvement Plans. Sinking Fund plans going well. “Green Team” meets to review plans and upcoming projects. Bleachers in Elementary Gym, Entry in Jr/Sr High Building (Sally Port), and Boiler in Elementary are projects to focus on for first year. Northwest outside wall of Elementary school to also be finished where leaks were previously repaired. Lighting project laws within Sinking Fund rules have changed from allowing replacement of LED bulbs for cost savings and efficiency to having to replace entire light fixtures, increasing the cost, which may be too expensive to consider.

M. Wendling – When can preliminary budget for 2018-19 be expected?

D. Kling – Will work on preliminary budget with adjustments as needed.

B. Gudme – Postings for any open positions should be posted soon so that more applicants are available to select from. **M. Wendling** – Date selected for Special Board Meeting, Monday, May 7th at 6 pm for purpose of Budget Review and Recommendation on Administrative Structure for 2018-19.

Board Round Table:

C Deaner - Encouraged community to look at and review budget. School budgets can be difficult to understand with constant changes. **K. Francis** – Most Board Members have children in Memphis sports and are aware of Drake’s presence and contributions to the Athletic Program. **B. Gudme** – Always available for any questions that parents or members of the community may have and are welcome to call or stop in to discuss them.

Audience Participation

AUDIENCE PARTICIPATION

Ronda. Bradke – (Bus Driver and parent of former students) Many years in community as parent and current position in Transportation. Asked Board and Administration to consider reaching out to employees who have been in district and know what works and what may not. Current position of Transportation Director/Assistant Principal did not work. Please re-evaluate job combinations and keep in mind that the Transportation is in need of bus repairs, new buses and sub drivers.

Lisa. Drewek – (parent) First year involved in sports and very supportive of Mr. Okie. He is very visible at events and takes care of whatever anyone needs. Safety

of busing is a concern after not knowing where daughter was for a half hour after school one day. Asked to consider jobs being spread too thin when moving positions around, and put safety of students first. **B. Gudme** Responded to question asked: Why students in Athletic Program are disciplined for what they do outside of school district? Participating in school athletics is a privilege and Student Code of Conduct must be followed as students are representing the district. Incidents and behavior that violate Student Code of Conduct that occur outside of district will result in consequences for students. **Tina . Leenknecht** – (parent) New family to Memphis district. Her children are doing better in academics because of Mr. Okie. He encouraged her son to get involved and is now in Wrestling and Track and is excited about attending new school. **Jeff Christy** (parent) Mr. Okie is present at all athletic events. Cost of Bleacher for Elementary too much. Should consider fixing by adding handrails. **Eric Fitzpatrick** (parent) Keep Mr. Okie!
M. Wendling – Any decisions made regarding Administrative positions or renewal of Mr. Okie’s contract cannot be made in Closed Session.

D. Teacher Non-Renewal of Contract, Kristen Berkimer

Teacher Non-Renewal of Contract, Kristen Berkimer, CLOSED SESSION

On a motion by Deaner, supported by Francis, to go into closed session at 9:04 p.m., in accordance with the “Open Meetings Act”, Act 267 1976, for the purpose of: Teacher Contract Discussions.

Roll Call Vote: Present: Mrs. Wendling, Mr. Deaner, Mrs. McCue, Mrs. Florka, Mrs. Francis, Mr. Rhein, Absent: Mr. Pare`

On a motion by Deaner, supported by Rhein, to reconvene to regular session at 9:20 p.m.

RECONVENE

Ayes: All Nays: None Motion Carried

On a motion by Deaner, supported by McCue, to accept the recommendation of Non-Renewal of Teacher Contract, for Kirsten Berkimer, as presented.

Ayes: All Nays: None Motion Carried

E. Settlement Agreement and Release, Barb Ewing

Settlement Agreement and Release

On a motion by Florka, supported by Francis, to accept the Settlement Agreement and Release for Barb Ewing, as presented.

Ayes: All Nays: None Motion Carried

Superintendent’s Comments - Paul Bringard has returned and is doing well.

**SUPERINTENDENT’S COMMENTS
ADJOURNMENT**

Adjournment:

On a motion by Deaner, supported by Rhein, to adjourn the meeting at 9:26 p.m.

Ayes: All Nays: None Motion Carried

Karyn McCue, Board of Education Secretary

Laura M. Heilig, Recording Secretary