

MEMPHIS COMMUNITY SCHOOLS  
34110 BORDMAN RD, MEMPHIS, MI 48041  
BOARD OF EDUCATION

MINUTES – Regular Meeting

Monday, June 24, 2019 7:00 PM  
Jr/Sr High School Media Center

The regular meeting of the Memphis Community Schools Board of Education was held on Monday, June 24, 2019, at 7:00 p.m., at the Jr/Sr High School Media Center, 34130 Bordman Rd, Memphis, MI.

The meeting was called to order by President, Dave Rhein at 7:02 pm.

The Pledge of Allegiance was recited.

**ROLL CALL:**

**MEMBERS PRESENT:** Dave Rhein, Chris Pare`, Karyn McCue, Marty Cook, Cheryl Florka, Audrey O'Connor, Amanda Bobcean

**MEMBERS ABSENT:** None

**ADOPTION OF AGENDA:**

**On a motion by McCue, supported by Florka, to adopt the agenda for the June 24, 2019 regular meeting, as presented.**

**On an amended motion by McCue, supported by Florka, to amend the agenda for the June 24, 2019 regular meeting, New Business D, to include policies #2000-2430 only.**

**Ayes: All (7) Nays: 0 Motion Carried**

**TRUTH IN BUDGETING/TAXATION HEARING**

**On a motion by Florka, supported by O'Connor, to open the Truth in Budgeting/Taxation Hearing.**

**Ayes: All (7) Nays: 0 Motion Carried**

B.Gudme reviewed L4029 Form during hearing.

**On a motion by O'Connor, supported by Bobcean, to close the Truth in Budgeting/Taxation Hearing.**

**Ayes: All (7) Nays: 0 Motion Carried**

**CONSENT AGENDA:**

Approval of Minutes from special meeting on June 18, 2019.

You are also approving General Fund bills in the amount of \$204,567.16 and AP Payroll checks in the amount of \$15,262.20, for a total of \$219,829.36 with checks numbered 64081 through 64188, and ACH Transfers in the amount of \$260,039.05, for a total of \$479,868.41 with check numbers 64097, 64125, and 64170 voided, and Sinking Fund bills in the amount of \$2,178.00, with check number 40014, and additional bills in the amount of \$21,196.97, with checks numbered 64189 through 64195 and no checks voided.

Personnel:

Resignations: Carm Falecki, from SEIU/Food Service Assignment  
Change in Assignment: Jamie Mills, from AFSCME Bus Driver to Sub Driver

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

**Ayes: All (7) Nays: 0 Motion Carried**

**Reports:**

**Athletics** – Drake Okie – Girls Soccer are League Champs. Baseball team 2<sup>nd</sup> in League. Emily Ross – Athlete of the Week in Times Herald. Softball Team competitive. School Track record for Long Jump – Trevor Nim, and he participated in SC4 and Macomb All Star Baseball games. Spring Banquet June 25<sup>th</sup>. Teams practicing for fall sports. Last Sting Report recorded. Trap Team well represented. Bass Team defending State Championship Title this summer.

**Susan Hankins, Elementary** – Jim and Angela Sape from Unique Grounds & Supply, and Kyle Whistle, from Bad Boy Mowers were introduced and thanked for Bad Boys Give Back fundraiser, to benefit Memphis Schools Literacy Programs and Jr/Sr High Media Center makeover. \$15,500 raised at fundraiser. Attending conference for Writing Program in Grand Rapids this week with three Elementary teachers. Five teachers interviewed for vacant position, teacher with ten years of experience was hired for 2<sup>nd</sup> grade position. She will be invited to July Board Meeting to be introduced. Classrooms being moved and adding additional classroom for the Daycare Program. Currently 67 Kindergarteners signed up for new school year.

**Matt Karaffa, Jr/Sr High** – Report cards and senior transcripts completed. Working on filling 80% teaching position. 31A meeting was successful. Working on handbook, student code of conduct and meeting calendar for staff for 2019-20.

Making office adjustments, cleaning up garden patio and pheasant run. Reflection Room SWIS Data available.

**Business Report: Adam Walsh absent.**

**B. Gudme** – Adam cleaned up budgets, things going well. Met with Krett – Cleaning staff will strip tile floor in classrooms to clean permanent spills.

**AUDIENCE PARTICIPATION:** The Superintendent will contact those that submitted audience participation forms.

**CORRESPONDENCE:** Reviewed items on Agenda.

**B. Gudme** – State Aid Note not needed this year.

**M. Cook** – Were any teachers rated minimally effective or fall under Section 1249 Rule? **B. Gudme** – Memphis is in compliance with Section 1249. New Special Ed Director hired through RESA, she will be at July Board Meeting to be introduced and will start in August.

**OLD BUSINESS:**

A. 2018-19 General Fund Budget – Final Revision

**On a motion by O'Connor, supported by Paré, to accept the Final Revision of General Fund budget for 2018-19, as presented.**

Budget included canceled or carry over items. Audit last week of July. Report should be provided by PSI soon, will confirm with them when to expect this.

**Ayes: All (7) Nays: None Motion Carried**

B. 2018-19 Food Service Budget – Final Revision

**On a motion by Florka, supported by Cook, to accept the Final Revision of Food Service Budget for 2018-19, as presented.**

Food Service Program doing well. No transfers from General Fund to Food Service Budget needed.

**Ayes: All (7) Nays: None Motion Carried**

C. Neola Policy #0167.3, Public Participation at Board Meeting, Adoption

**On a motion by Florka, supported by Cook, to approve the Adoption of Neola Policy #0167.3, Public Participation at Board Meeting, as presented.**

**Ayes: All (7) Nays: None Motion Carried**

D. Neola Polices #3100 - #3531, Professional Staff, Adoption, (except #3121, previously adopted)

**On a motion by Paré, supported by Bobcean, to approve the Adoption of Neola Policies #3100-#3531, Professional Staff, as presented.**

**Ayes: All (7) Nays: None Motion Carried**

E. Administrative Contracts – Brad Gudme, Keith Corbat, Krett Kujat, Drake Okie, Sandi Pavlov

Discussion on contracts above.

F. Central Office Contracts – Laura Heilig, Sandra Fowler, Brian Gerstenberger

Discussion on contracts above.

G. Hourly Contracts – Instructional Aides, Non Instructional Aides, Preschool Teacher, GSRP Associate Teacher, Bregetta Marchand – Discussion

Discussion on contracts above.

Cost to budget for increases in contracts above discussed. Administration and Central Office increases to budget would be \$20,000 and for approximately 20 hourly employees an increase of \$10,000 to the budget, making the total increase to the budget approximately \$30,000.

**On a motion by Rhein, supported by Paré, to take a 5 minute recess at 8:55 pm.**

**Ayes: All (7) Nays: None Motion Carried**

**On a motion by O'Connor, supported by Florka, to reconvene at 9:11 pm.**

**Ayes: All (7) Nays: None Motion Carried**

**D. Rhein** – Shared spreadsheet with positions and salary increases for 2019-20 and reviewed with changes in revenue, and fund balance examples. Important to keep fund balance above 10%.

**B. Gudme** – Current enrollment update shows 15 students leaving district and 7 new students.

**New Business E-G Motions:**

E. Brad Gudme

**On a motion by McCue, to recommend for Business Director to review and discussion with employee, option 2 of proposal presented, 5% increase on contract for 2019-20.**

**On an amended motion by McCue, supported by O'Connor to amend motion above to include 3 year contract, with 5% increase yearly.**

Roll Call Votes on above amended motion:

Rhein	No
Paré	Yes
McCue	Yes
Cook	No
Florka	Yes
O'Connor	Yes
Bobcean	No

Yes: 4

No: 3

Motion Carried

A **O'Connor** – 5% yearly increase is not in spreadsheet. **D. Rhein** - Confusion on motion, re-vote is in order.

**On a motion by McCue supported by Paré, for Business Director to review and discussion with employee, for 1 year, 5% increase on contract for 2019-20.**

Rhein	Yes
Paré	Yes
McCue	Yes
Cook	No
Florka	Yes
O'Connor	Yes
Bobcean	No

Yes: 5

No: 2

Motion carried

Keith Corbat

**On a motion by Paré, supported by Bobcean, for Business Director to review and discussion with employee, for a 1 year, 5% increase on contract for 2019-20.**

**Ayes: All (7) Nays: None Motion Carried**

Krett Kujat

**On a motion by O'Connor, supported by Paré, for Business Director to review and discussion with employee, for a 1 year contract with no increase, for 2019-20.**

**Ayes: All (7) Nays: None Motion Carried**

Drake Okie

**On a motion by Paré, supported by O'Connor, for Business Director to review and discussion with employee, for a 1 year, full-time contract, with \$40,000 salary, for 2019-20.**

**Ayes: All (7) Nays: None Motion Carried**

Sandi Pavlov

**On a motion by Paré, supported by Cook, for Business Director to review and discussion with employee, for a 1 year, 5% increase on contract for 2019-20.**

**Ayes: All (7) Nays: None Motion Carried**

F. Assistant to Superintendent, Assistant to Business Director and Technology Director

**On a motion by O'Connor, supported by McCue, for Business Director to review and discussion with employee, for a 1 year, 5% increase on contract for 2019-20.**

**Ayes: All (7) Nays: None Motion Carried**

G. Instructional Aides, Non Instructional Aides, Preschool Teacher, GSRP Associate Teachers, and Bregetta Marchand

**On a motion by Paré, supported by Florka, for Business Director to review and discussion with employee, for a 1 year, 5% increase on contracts for 2019-20.**

**Ayes: All (7) Nays: None Motion Carried**

NEW BUSINESS:

A. 2019-20 General Fund Preliminary Budget

**On a motion by Florka, supported by Cook, to approve Preliminary General Fund Budget for 2019-20, as presented.**

**Ayes: All (7) Nays: None Motion Carried**

B. 2019-20 Food Service Preliminary Budget

**On a motion by Paré, supported by McCue, to approve the Preliminary Food Service Budget for 2019-20, as presented.**

**Ayes: All (7) Nays: None Motion Carried**

C. Neola Policies #1422, and #4122, Non Discrimination and Equal Employment, and #1662, and #4362, Anti-Harassment, 1<sup>st</sup> Reading, Revisions

**On a motion by O'Connor, supported by Florka, to approve the 1<sup>st</sup> Reading/Revision of Neola Policies #1422, and #4122, Non Discrimination and Equal Employment, and #1662, and #4362, Anti-Harassment, as presented.**

**Ayes: All (7) Nays: None Motion Carried**

D. Neola Policies #2000-#2430

**On a motion by Florka, supported by O'Connor, to approve the 1<sup>st</sup> Reading of Neola Policies #2000-2430, as presented.**

Discussion to address Neola Policies #2105 and #2110, Mission and Vision of District again

#2112 – Plan needs to be in place for parent involvement.

#2131 – Confirmed version 1 only.

#2220 – Add option G.

#2411 – Add all options

#2421 – confirm with Neola

**On an amended motion by Florka, supported by O'Connor, to approve 1<sup>st</sup> Reading of Neola Policies #2000-2430 with changes noted, as presented above.**

**Ayes: All (7) Nays: None Motion Carried**

**SUPERINTENDENT'S COMMENTS:** Reviewed community concerns: Drinking fountains fixed. Cafeteria doors being checked. Looking at options to include this room as safety shelter. Two water fill stations will be

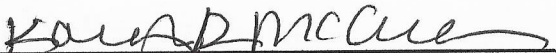
ordered for each building. Classroom floor conditioned were addressed. Scheduling custodians to mop at least weekly. Snow Day language – three options reviewed. **D. Rhein** – Add contract language to contracts and bring back to Board for approval. New law for students under 5 to ride school bus and using restraints. Will bring for approval at July Board meeting. Audit for 31A went well.

**BOARD ROUND TABLE:** **C. Florka** - Have closed session requests been addressed? **B. Gudme** – Next step recommended is meeting with person making complaint. **A. Bobcean** – Important to keep line of communication open with community, whether phone conversation, email or in person so complaints don't get overlooked. **M. Cook** – Are there two individuals requesting hearings? Requested that these hearings are scheduled prior to July 22<sup>nd</sup> Board Meeting. **B. Gudme** – Will arrange to set up hearings on same night. **A. O'Connor** – Completed 101 Board Course through MASB and will be very beneficial for all Board members to complete course.

**ADJOURNMENT:**

**On a motion by Cook, supported by Florka, to adjourn the meeting at 11:00 p.m.**

**Ayes: All (7) Nays: 0 Motion Carried**

  
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**Karyn McCue, Board of Education Secretary**

  
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**Laura M. Heilig, Recording Secretary**