

**SALINE AREA SCHOOLS
BOARD OF EDUCATION**

MINUTES

Tuesday, November 27, 2007

6:30 PM

The Regular Meeting of the Board of Education of the Saline Area School District was held on Tuesday, November 27, 2007, in the Board Room at Historic Union School.

Board Members Present: Trudy Driscoll, David Friese, Paul Hynek, Bari Livsey, David Medley, Lisa Slawson, and Kim VanHoek

Central Administrators Present: Scot Graden, Betty-Rosen-Leacher, and Tom Wall

I. **CALL TO ORDER** of the Regular Meeting of November 27, 2007, by President Lisa Slawson at 7:13 PM.

II. **PLEDGE OF ALLEGIANCE**

III. **ITEMS OF INTEREST AND INQUIRY:**

A. **Public:**

No public comment at this time.

B. **Administration**

Interim Superintendent Scot Graden announced that 67 of 103 senior fall athletes earned academic all league honors. This represents 65% of the senior athletes and the largest number of Saline students to receive this honor in quite some time.

Assistant Superintendent Betty Rosen-Leacher indicated that the graduation requirements will change to 27 ½ credits for the class of 2009. This will meet the state requirements as well as the Saline High School requirements. She noted that CPE is no longer a requirement, but that it has been replaced with Health Education. She also indicated that the Technology requirement will be one full credit.

C. Board of Education Members

Board President Slawson congratulated Mr. Jesse Stevenson, Houghton Elementary Principal, for receiving regional honors at the MEMSPA for educational excellence.

Mr. Stevenson thanked the school board and emphasized that Saline is a great school district with wonderful community support.

AGENDA - BOARD

IV. REVISIONS/APPROVAL OF AGENDAS:

Board President Lisa Slawson indicated the following changes to the agenda:

Section VI - Action Item C regarding the Land Sale is being tabled for another meeting.

Page 4 Section XIII – there will be no closed section tonight.

MOTION by Bari Livsey to approve the agenda as revised, seconded by Trudy Driscoll.

Ayes – All Present – **MOTION CARRIED.**

V. SCHEDULED REPORTS/PUBLIC STATEMENTS:

A. Dr. Michael Emlaw and Mr. Carl Hartman, MASB regarding the Superintendent Search

Dr. Emlaw and Mr. Hartman presented an overview of the responses they received from the survey conducted of the School Board Members. They indicated that a written report of the input sessions will be available at the January 22nd Board meeting. Board President Slawson asked if this included the student input as well and Dr. Emlaw indicated that it would.

Dr. Emlaw also stated that they have set February 29th as the deadline for applications and by March 11 they will have narrowed down the candidates they would like to have interviewed. He reminded the Board that all candidate information will remain confidential until March 11.

Board President Slawson announced that Assistant Superintendent Rosen-Leacher and Assistant Superintendent Tom Wall will be the Saline Area Schools representatives working with MASB on the staff preference.

Dr. Emlaw also spoke about contract length and approximately salary amounts. He suggested that the Board consider a multiyear contract. He indicated that to attract candidates he would suggest a three year contract. Board Member, Bari Livsey, indicated that Saline has done a three year contract in the past. The Board decided to go with a multiyear contract for the new Superintendent.

An article from the Ann Arbor News was passed out to the Board members regarding area Superintendent packages. Dr. Emlaw indicated that they publish a very general statement regarding a regionally competitive compensation package but that the Board will need to start zeroing in on a figure because candidates will ask. Board member Livsey said that they did a search of other districts during the last Superintendent search and felt that it should stay the same. Board member Paul Hynek stated that he felt the Board should keep the current Superintendent contract as a base.

B. Dr. William Scharfe, MASB regarding Policy Manual Update and Revision

Dr. Scharfe passed out a package to the Board which included a chart of the districts that his company has worked for in the last 12-36 months. He indicated that policy manuals should show a vision. It is the responsibility of the Board of Education to set the policy and check to make sure that things are being done. It is not the responsibility of the Board to write the policy rather to make sure that it is written.

The cost for MASB to write the policy manual is approximately \$9,500.00. The first nine sections will be received within four months after they receive the initial payment. The process generally takes approximately one year total. MASB only services Michigan and they are connected with the American Association of State Policy Services of which Dr. Scharfee is a past President.

C. Mr. Wayne Peters, NEOLA regarding Policy Manual Update and Revision

Mr. Peters gave a presentation of the services and costs for NEOLA to do a Policy Manual Update and Revision. The initial cost would be approximately \$7,600.00 which is spread out over five equal payments over a 1 ½ year period.

The process generally takes between 10-12 months. NEOLA will automatically ensure that the Board will receive updates twice a year. The cost for the update

is \$895 twice per year. They will also put the manual on the website for an additional \$4,000.00 one time cost.

NEOLA offers an insurance policy covering up to \$5,000.00 in the event that the school would have a lawsuit over the language in the manual.

D. Policy Manual Review Discussion

Assistant Superintendent Wall spoke about the process of updating the policy manual with NEOLA in his previous school district. He indicated that it was a time consuming process but that you must commit to it. His previous school district went completely online with the manual to ensure that everyone would always have the most up-to-date version.

Board President Slawson indicated that she has heard of lawsuits involving NEOLA policies but they do defend them as Mr. Peters indicated.

Board Member David Friese noted that MASB's cost is cheaper than NEOLA. Board Member David Medley said that this is an insurance policy for the District that they cannot afford to pass up.

Board Member, Kim Van Hoek was in favor of obtaining one of the companies to revise the Policy Manual. She felt that the school district should use the expertise of all the districts that have invented and used these policies. She indicated that it would be money well spent to have a policy manual that has been reviewed by attorneys and other school districts.

VI. ACTION ITEMS:

A. Policy Manual Review – Board President Lisa Slawson

MOTION by David Friese to retain MASB to conduct a revision of the Board Policy Manual, seconded by Kim Van Hoek.

Ayes – All Present – **MOTION CARRIED.**

B. High School Course Adoption – Assistant Superintendent Betty Rosen-Leacher

MOTION by Trudy Driscoll to accept the recommendation of Assistant Superintendent Rosen-Leacher for the adoption of high school courses, seconded by Kim Van Hoek.

Ayes – All Present – **MOTION CARRIED.**

VII. DISCUSSION ITEMS:

A. Election Consolidation Update – Assistant Superintendent Tom Wall

Assistant Superintendent Wall gave a presentation on the pros and cons of consolidating the elections on the November ballot.

B. Retreat Discussion – Board President Lisa Slawson

Board President Slawson told the Board that the Retreat will be held on Thursday, December 6th beginning at 5:30 at the Hornet Hive at the High School.

C. Learning as Critical Friends – Assistant Superintendent Betty Rosen-Leacher

Tabled until next meeting.

AGENDA - ADMINISTRATION (DISTRICT BUSINESS)

VIII. CONSENT AGENDA:

MOTION by Trudy Driscoll to authorize the following items as part of the Consent Agenda, seconded by David Friese:

- A. Approval of the Minutes** of the meetings of November 13, 2007, with the revision that the Boys Cross Country Team came in second place and the Girls Cross Country came in fifth.
- B. Approval of Payment** of the General Fund Accounts Payable of November 27, 2007, in the amount of \$538,515.79.
- C. Receive and File** the letter from Executive Director of Human Resources Callan for the resignation of Autumn Fabricant, Paraeducator, effective November 16, 2007.
- D. Acceptance** of the recommendation of Executive Director of Human Resources Callan to hire (for school year 2007-2008) the following candidates for the positions of Paraeducator within the Saline Area Schools, in accordance with the Support Collective Bargaining Agreement:

- a. **Sarah Krzeczkowski**, to be placed on Step 1 of the Paraeducator Scale
- b. **Brandy Myers**, to be placed on Step 1 of the Paraeducator Scale
- c. **Paul Pazkowski**, to be placed on Step 1 of the Paraeducator Scale

E. Acceptance of the recommendation of Executive Director of Human Resources Callan to hire (for school year 2007-2008) the following candidates for the position of Bus Driver within the Saline Area Schools, in accordance with the Support Collective Bargaining Agreement:

- a. **David Rundle**, to be placed on Step 1 of the Bus Driver Scale

Ayes – All Present – **MOTION CARRIED.**

CLOSING

XI. PUBLIC COMMENT:

A Saline Parent stood up and complimented the Board of Education on the fine job they were doing for Saline Schools.

XII. ITEMS SCHEDULED ON NEXT AGENDAS:

- A. Policy Manual Update
- B. Possible Election Consolidation
- C. Budget Update – Financial Statement

XV. ADJOURNMENT:

MOTION by David Friese to adjourn the Regular Board of Education Meeting of November 27, 2007, at 9:47 PM, seconded by Trudy Driscoll.

Ayes – All Present – **MOTION CARRIED.**

Respectfully submitted,

Paul Hynek, Secretary

By: Patti Waltz, Recording Secretary