

SPECIAL MEETING MINUTES – BOARD OF EDUCATION
 REDFORD UNION SCHOOLS, DISTRICT NO. 1
 November 23, 2009

A special meeting of the Redford Union Board of Education was held November 23, 2009, at Redford Union High School, 17711 Kinloch, Redford Township, Michigan, 48240. President Gubachy called the meeting to order at 6:39 p.m.

Special Meeting
 11/23/09
 Call to Order

Present: Brenner, Caloia, Calvert, Gubachy, Isabell, Wierimaa, Wujcik

Roll Call

MOVED by Isabell, seconded by Calvert, to approve the November 23, 2009 agenda as presented. Ayes: All. Motion Carried.

Adoption of Agenda

Superintendent Rhodes began the presentation explaining the current financial crisis in Michigan and the funding effect on Redford Union schools. With the current approved reduction of \$165 per student and a possible \$127 additional reduction, the district needs to cut but there isn't "fluffy" to cut. We don't have a lot of extra people and the bulk of our pie is salary and benefits. We are going to suggest some things, ask the community for assistance and share ideas, and ask the bargaining units for input. As soon as the \$165 goes into effect the district is in deficit again. The presentation will be from what we know now and after meeting with the leadership team. Assistant Superintendent Moffitt explained that the \$165 per student reduction would result in a total reduction to the district of \$549,615. If the additional cut of \$127 per student is approved in December that would result in an additional \$423,037. In order to balance the 2009-2010 budget we would need to cut \$535,232. Moffitt detailed the revenues and expenses of the district for the 2009-2010 school year. Superintendent Rhodes explained that the class sizes are set in the contract with the RUEA. Other areas of bus transportation, pay to participate, athletics, and support staff were all listed for review. Reductions in maintenance to athletic fields, energy conservation, non-essential purchases, professional development, paperless payrolls, and centralized printing were all suggestions of possible reductions to costs. The Superintendent complimented the custodial/bus driver group who have been eager to come to the table and talk and the first to contribute to health care. They have already been to the table in the last week to talk about possible ways they could help to reduce costs. Alternate funding sources in grants, title money, vocational education, and special education were explained. One of the concerns that the district needs to have is act 18 money from the county. Act 18 money was to last until 2014 and built on tax levels of home values which have drastically declined. Projections at this time are that the funds will run out during the 2011-2012 school year. At a recent meeting at Wayne RESA the Superintendent was made aware that charge backs to the district for the 2011-2012 year would be \$860,000. The 2010-2011 school year is forecasted with reductions to funding of \$223 per student for a total of \$742,813. The PowerPoint will be available on the website. Caloia questioned cell phone use in the district and would like it looked at. The Superintendent asked the Board if there were any other questions the Board had. Wujcik questioned the special education 1.5 secretaries, the Superintendent explained that it is one full time position for special education and a secretary that is shared between special education and registration. Wujcik questioned ADT and the funding provided by Act 18. Calvert stated that Board packets do not need to be delivered to Board members homes.

Presentations
 Review of 2009-2010
 Budget Reductions and
 Discussion of 2010-2011
 Budget

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Deleted: Regular

Superintendent Rhodes and Assistant Superintendent Moffitt excused themselves from the meeting.

Miller, the search consultant from the Michigan Association of School Boards, informed the Board that it has been a very busy week of meetings in the buildings. Miller polled the Board in regards to the closing date for the Superintendent position and the initial screening of the applicants. The position is posted but criteria has not been set by the Board and there have been no applicants yet. MOVED by Wierimaa, seconded by Calvert to close the application date on 1/13/10 and move the schedule as presented by Miller. Ayes: All. Motion: Carried. Board screening of interviews will take place on 1/19/10. Interviews will begin on 1/23/10 and 1/25/10. Superintendent on-site March 2010. Miller explained the process that was used in each building and with the community to gain input and help the Board set the criteria for the new Superintendent. Input included that there is a hometown feeling with pride and tradition. Some of the most critical issues are budget and funding, contract, changing demographics, evaluation of all programs and planning for the future. The Board discussed the selection criteria that the new Superintendent should possess and selected the following: Successful teaching and administrative experience reflecting a record of success in multiple positions of increasing responsibility. Meet NCA accreditation standards. The highest level of personal and professional ethics, personal integrity and trust. Demonstrated success in human resource management including collective bargaining, contract administration and employment practices. Dedication to educational excellence, continuous improvement, and the success of ALL students. Demonstrated knowledge of, and experience with, effective curriculum, instruction, and assessment best practices. Experience with the management of grants. Demonstrated knowledge of the law and rules related to special education. Miller suggested a workshop for the Board to craft interview questions. The open workshop will be Monday, November 30, 2009 at 7:00 p.m. The workshop will be held at the John C. Raeside Administrative building, in the boardroom. Wierimaa asked Miller the process for placing an interim superintendent for the period after 12/31/09 when the current superintendent retires. Miller asked the Board for as much notice as possible if they decide to go with an interim from outside the district.

MASB – Marie Miller

P. Melville was called for public communication but had left the meeting.

Call to the Audience
P. Melville

C. Stuyvenberg, 25328 Ivanhoe, Redford. Resident/EA voiced her concerns and disagree with proposed layoff of RUEAA members.

C. Stuyvenberg

P. Pacheco, 17725 Hannan, New Boston. Teacher voiced his concerns regarding RUEA layoff and homebound position.

P. Pacheco

K. Walker, 17456 Glenmore, Redford. Resident/Secretary voiced her concerns regarding the interim superintendent and if there is a waiting period for school employee that retire.

K. Walker

MOVED by Brenner, seconded by Wierimaa to approve the Human Resource agenda items a presented. The Board discussed the layoffs and voted as follows: Brenner – Yes, Calvert – Absent, Caloia – No, Gubachy – Yes, Isabell – No, Wierimaa – Yes, Wujcik – Yes. Total: 4/2. Motion: Carried.

Human Resource

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Deleted: Regular

RUEA layoff effective second semester (February 1, 2010)

- PHIL PACHECO/Homebound Teacher/Beck Center

RUEA Layoff
P. Pacheco

RUEAA layoffs effective second semester (February 1, 2010)

- LAURA GREEN/Educational Assistant/Kaselemis Center
- CHAREEN GOVEN/Educational Assistant/Kaselemis Center
- JIBRIL NAEEM/Educational Assistant/Kaselemis Center

RUEAA Layoffs
L. Green
C. Goven
J. Naeem

MOVED by Caloia, seconded by Isabell to adjourn the meeting at 9:18p.m. Ayes: All.
Motion: Carried.

Adjournment

Respectfully submitted,

Cozette Calvert, Secretary
Redford Union Board of Education