

**South Lake Schools
Board of Education
Regular Meeting
June 19, 2019**

The Regular Meeting of the South Lake Schools' Board of Education, held on June 19, 2019, at the South Lake Administration Building, 23101 Stadium Blvd., St. Clair Shores, Michigan was called to order at 6:08 p.m. by our President, Michael Damiani.

Members Present: Michael Damiani, Robert Penn, Melissa Gordon, Julie Magee, Renard Morey-Greer, Kelly Gattuso

Members Absent: Lois Cardenas

Administrators present: Ted Von Hiltmayer, Frank Thomas

Mr. Damiani led the Pledge of Allegiance.

CONSENT AGENDA

Mr. Damiani requested approval of the Consent Agenda for June 19, 2019.

Checks written for May 2019

General Fund	\$426,281.03
Activity Fund	\$28,196.21
Cafeteria Fund	\$38,554.75
Latch Key Fund	\$50.00
2014 Bond Fund	\$136,919.77
2017 Bond Fund	\$97,621.97
American Express	<u>\$41,418.03</u>
Total	\$769,041.76

- Minutes from the Board of Education Regular Meeting of May 15, 2019.
- Minutes from the Board of Education Special Meeting of May 15, 2019.
- Checks written for May 2019 totaling \$769,041.76.
- Attorney Invoices totaling \$893.08.

Moved by Mr. Penn, seconded by Ms. Gattuso to approve above consent agenda.

Ayes: 5 Abstain: 1 (Julie Magee) Nays: 0 Motion Carried: 5/0

SOUTH LAKE RETIREE RECOGNITION

Mr. Damiani recognized Cheryl Heckman for her 25 years of service to South Lake Schools. She will be missed.

PUBLIC COMMENTS

There were no public comments.

SUPERINTENDENT'S REPORT

Mr. Von Hiltmayer received a renewal invoice he received from the Michigan Association of School Boards in the amount of \$4,160.00 for the period of July 1, 2019, through June 30, 2020.

The Michigan Association of School Boards is a voluntary, nonprofit association of local and intermediate Boards of Education located throughout the State of Michigan. The mission of the Michigan Association of School Boards is to provide high-quality educational leadership services for all Michigan Boards of Education, and to advocate for an equitable and exceptional public education for all students.

Michigan Association of School Boards offers free publications and special member rates for their conferences and workshops. They also provide a bi-monthly E-Headlines news update to keep the Board members on top of educational developments in Lansing and Washington.

Mr. Von Hiltmayer recommended Board of Education approval to pay Michigan Association of School Boards the total amount of \$4,160.00.

Moved by Mr. Penn, seconded by Ms. Gattuso to approve payment to Michigan Association of School Board in the amount of \$4,160.00

Ayes: 6 Nays: 0 Motion Carried: 6/0

Mr. Von Hiltmayer requests approval to Adopt the Resolution to Participate in the Michigan High School Athletic Association for the 2019-2020 school year.

The Michigan High School Athletic Association is a voluntary, nonprofit corporation comprised of public, private and parochial junior high/middle and senior high schools whose Board of Education/Governing Bodies have voluntarily applied for and received membership on behalf of their secondary schools. The association sponsors statewide tournaments and makes eligibility rules with respect to participation in such MHSAA sponsored tournaments in the various sports.

Each Board of Education/Governing Body that wishes to host or participate in such meets and tournaments must join the MHSAA and agree to abide by and enforce the MHSAA rules, regulations and qualifications concerning eligibility, game rules and tournament policies, procedures and schedules.

Mr. Von Hiltmayer recommends approval to Adopt the Resolution to participate in the MHSAA program for the 2019-2020 school year.

Moved by Mr. Penn, seconded by Mr. Morey-Greer to approve the Adoption of the Resolution to participate in the MHSAA program for the 2019-2020 school year.

Ayes: 6 Nays: 0 Motion Carried: 6/0

Mr. Von Hiltmayer received an invoice from Michigan Association of School Administrators in the amount of \$897.37 for the 2019-2020 school year.

The mission of MASA is to develop leadership and unity within its membership to achieve the continuous improvement of public education in Michigan.

The Michigan Association of School Administrators (MASA) is the professional association serving superintendents and their first line of assistants, who serve as CEOs for their community's public schools. MASA serves as an information-rich source of advice and support in areas critical to over 700 public school superintendents and first-line assistants in 584 school districts and 56 intermediate

school districts. They also actively monitor legislation related to education and keep their members informed and up-to-date on said legislation.

Mr. Von Hiltmayer recommends approval for payment to Michigan Association of School Administrators for the 2019-2020 school year.

Moved by Mrs. Magee, seconded by Mrs. Gordon to approve payment of \$897.37 to the Michigan Association of School Administrators for the 2019-2020 school year.

Ayes: 6 Nays: 0 Motion Carried: 6/0

Mr. Von Hiltmayer received a renewal invoice to Metropolitan Detroit Bureau of School Studies, Inc. in the amount of \$1,502.96 for the 2019-2020 school year.

A renewal invoice has been received from The Metropolitan Detroit Bureau of School Studies, Inc. in the amount of \$1,502.96 for the period of July 1, 2019, through June 30, 2020.

The Metropolitan Detroit Bureau of School Studies, Inc. supports its members through the development of human resources to improve student learning and enhance leadership skills while creating additional financial resources with cost-effective and efficient practices. Some of the services provided include:

- Reliable legal and financial information.
- Regional benchmarking surveys and data collections.
- Regular opportunities to participate in professional development for school and district leaders.
- Monthly newsletter that contains timely information and recommendations.
- School Board Workshops.
- Superintendent Search services.
- Scholarships for graduating seniors.

Mr. Von Hiltmayer recommends Board of Education approval to pay the Metropolitan Detroit Bureau of School Studies, Inc. the total amount of \$1,502.96.

Moved by Mrs. Magee, seconded by Ms. Gattuso to approve payment to the Metropolitan Detroit Bureau of School Studies, Inc. in the amount of \$1,502.96.

Ayes: 6 Nays: 0 Motion Carried: 6/0

CURRICULUM AND INSTRUCTIONAL REPORT

Mr. Thero is currently on vacation so Mr. Von Hiltmayer shared his report with us this evening.

Mr. Thero met with the 5th grade teachers regarding the curriculum for Language Arts and we are recommending Board approval of Open Court Language Arts for the 5th grade in South Lake Schools. This program continues the research-based instruction of Reading Mastery in K – 2 and Open Court in 3rd and 4th grades. The cost of the Open Court program is \$28,484.78.

Board of Education approval to purchase Open Court Language Arts from McGraw Hill Education for \$28,484.78 is requested.

Moved by Mrs. Magee, seconded by Ms. Gattuso to purchase Open Court Language Arts from McGraw Hill Education for 5th grade students in the amount of \$28,484.78.

Ayes: 6 Nays: 0 Motion Carried: 6/0

Approval of Security Cameras are needed at South Lake High School. We need to add additional security cameras at the high school to complete the transition to one system. Currently, the high school is using two different camera systems, and the older system is not functioning properly. We will use Audio Sentry to install an additional 40 cameras to the Exacq system that is currently in place. The Exacq system is the system we are using at all of our schools. The cost of hardware, licensing, and installation is \$61,900.00. This will be paid from the School Safety Grant from the Michigan State Police and 2017 Bond Funds.

Approval to pay Audio Sentry for installation of 40 IP cameras for \$61,900.00 is requested. Moved by Mr. Penn, seconded by Ms. Gattuso to approve payment to Audio Sentry for installation of 40 IP cameras in the amount of \$61,900.00.

Informational Items:

M-STEP Testing Update

M-STEP testing has been completed in South Lake. Overall, testing went smoothly throughout the district. We are looking forward to reviewing the results of this year’s assessments for curriculum planning purposes. Results are expected back from the State sometime in the fall.

Kindergarten & GSRP Preschool Enrollment Update

The following is a breakdown of students registered as of June 17, 2019.

Kindergarten Registration for 2019-2020

School	Residents	Schools of Choice	Total	Young 5 Birth Dates and/or DK Request
Avalon	10	6	16	8
Elmwood	31	5	36	1
Koepsell	11	12	23	3
Total	52	23	75	12

Great Start Readiness Preschool (GSRP) has received 33 applications as of June 17, 2019, for the 2019-2020 school year. The breakdown is listed below.

School	Number of Applications Received
Elmwood GSRP Full Day Program (Gauthier)	7
Elmwood GSRP Full Day Program (Robotnik)	16
Koepsell GSRP Full Day Program (Morissette)	10

PERSONNEL REPORT

Mr. Thomas shared that In accordance with the *Michigan Teacher Tenure Act*, the Board must take action to grant probationary contracts or tenure prior to the conclusion of the school year (June 30) or same is granted automatically by Board default.

We are recommending Probationary Contracts for the following staff members:

Probationary I Contracts for the 2019/2020 School Year

- Carol Dean – Elementary Resource Room/TC (*hired 4/15/19*)
- Connie Rubino – Elementary CI Teacher (*hired 5/2/19*)

Probationary II Contracts for the 2019/2020 School Year

- Heather Bowersox – Teacher Consultant
- Douglas Kennedy – Physical Education
- Amy Jones – Elementary Teacher
- Kara Dorda – Elementary Teacher
- Lance Whitney – High School English Teacher
- Corinne Streicher – Speech & Language Pathologist
- Kirsten Johnson – Speech & Language Pathologist
- Michael Zalewski – High School History Teacher
- Chelsea Michalak – Physical Education Teacher
- Lauren Comeford – High School Health Teacher

Probationary III Contracts for the 2019/2020 School Year

- Tara Lingeman - High School English
- Damon Moore - High School Social Studies
- Jessica Dobbins – Elementary Teacher
- Le'Rae Hinz – Shared Time Music Teacher
- Samantha Page – Shared Time Spanish Teacher
- Amanda Lipa – Elementary Teacher
- Kari Suchota – Elementary Teacher
- Jane Shook – Elementary CI Teacher
- Andrew Monroe – Elementary Art Teacher
- Nathan Thompson – High School Biology Teacher

Probationary IV Contracts for the 2019/2020 School Year

- Jennifer Stern - Elementary Resource Room
- James Kubinski - High School Band
- Julie Hepke - Social Worker
- Debra Fahle – Elementary Teacher

Probationary V Contracts for the 2019/2020 School Year

- Aaron Malburg – Middle School History

Mr. Thomas recommends Board of Education approval to grant Probationary Contracts for the 2019-2020 school year to the staff members listed above.

Moved by Mr. Penn, seconded by Mrs. Magee to approve Probationary Contracts for the 2019-2020 school year to the staff members listed above.

Ayes: 6 Nays: 0 Motion Carried: 6/0

Mr. Thomas recommends Board approval to grant Sarah Galvan the Developmental Kdg. Teacher position for the 2019-2020 school year.

Moved by Mrs. Magee, seconded by Mrs. Gordon to grant Sarah Galvan a Probationary Contract for the 2019-2020 school year.

Ayes: 6 Nays: 0 Motion Carried: 6/0

Mr. Thomas recommends Board approval to grant Maria Morisette the GSRP Teacher position at Koepsell Elementary for the 2019-2020 school year.

Moved by Mr. Penn, seconded by Mrs. Magee to grant Maria Morisette a Probationary Contract for the 2019-2020 school year.

Ayes: 6 Nays: 0 Motion Carried: 6/0

BUDGET HEARING

Mr. Thomas went over the materials for the budget hearing that is required. He spoke about millage rates and that property values have been increasing at a higher rather than anticipated. In order to collect the .6 mills, we would have to hold an election. Discussion took place on millages that would be levied on properties within the district.

Mr. Thomas went over the budget sheets and the significance of each column heading. He went over the new rules required for School Service Funds. This includes the cafeteria budget, the latchkey budget, and activity funds.

We had a major change in this year's budget due to: loss of more parochial students than expected; legal expenses; bus repairs; and building repairs. We have been able to roll some purchase orders into next school year which will help us.

The question was raised when would our upcoming audit be complete. Mr. Thomas explained that we are not expected to be finished until September. We will have the audit later this year due to new staff in the business office. If we are ready to begin sooner, the auditors can make adjustments to that schedule.

Mr. Thomas gave a summary of the following agenda items:

A summary of the General Fund Operating Budget which illustrates the following:

- actual figures for 2017-2018
- this year's amended budget
- the proposed budget for 2019-2020

A summary of the School Service Fund Budgets: Cafeteria and Latch Key which illustrates the following:

- actual figures for 2017-18
- this year's amended budget
- the proposed budget for 2019-2020

A summary Debt Retirement Budget for 2008, 2014 and 2017 which illustrates the following:

- actual figures for 2017-18
- this year's amended budget
- the proposed budget for 2019-2020
- detail for the 2008, 2014 and 2017 Debt Funds

A summary of the Building & Site Fund Budget (including 2014, 2017 and 2018) which illustrates the following:

- actual figures for 2017-18
- this year's amended budget
- the proposed budget for 2019-2020
- detail for the Construction 14, Construction 17 and Construction 18

BUSINESS REPORT

Mr. Thomas recommended Board of Education Approval for payment of Bond Draw #44 – 2017 Bond Fund in the amount of \$151,105.46.

Moved by Mrs. Magee, seconded by Mrs. Gordon to approve the payment of Bond Draw #44 in the amount of \$151,105.46.

Ayes: 6 Nays: 0 Motion Carried: 6/0

Mr. Thomas recommended the Resolution to Levy Operating and Debt Millage.

Moved by Ms. Gattuso, seconded by Mrs. Gordon to approve the Resolution to Levy Operating and Debt Millage.

Ayes: 6 Nays: 0 Motion Carried: 6/0 Page #_____

Mr. Thomas recommended the Adoption of the Amended 2018-2019 General Fund Budget.

Moved by Mr. Penn, seconded by Mr. Morey-Greer to approve the Amended 2018-2019 General Fund Budget.

Ayes: 6 Nays: 0 Motion Carried: 6/0 Page #_____

Mr. Thomas recommended the Adoption of the 2018-2019 School Service Fund Budget.

Moved by Mrs. Magee, seconded by Mr. Penn to approve the Adoption of the 2018-2019 School Service Fund Budget.

Ayes: 6 Nays: 0 Motion Carried: 6/0 Page #_____

Mr. Thomas recommended the Adoption of the Amended 2018-2019 Debt Fund Budget.

Moved by Mr. Penn, seconded by Mrs. Gordon to approve the Amended 2018-2019 Debt Fund Budget.

Ayes: 6 Nays: 0 Motion Carried: 6/0 Page #_____

Mr. Thomas recommended the Adoption of the Amended 2018-2019 Building and Site Budget.

Moved by Mrs. Gordon, seconded by Mr. Penn to approve the Adoption of the Amended 2018-2019 Building and Site Budget.

Ayes: 6 Nays: 0 Motion Carried: 6/0 Page #_____

Mr. Thomas recommended the Adoption of the 2019-2020 General Fund Budget.

Moved by Ms. Gattuso, seconded by Mrs. Gordon to approve the Adoption of the 2019-2020 General Fund Budget.

Ayes: 6 Nays: 0 Motion Carried: 6/0 Page #_____

Mr. Thomas recommended the Adoption of 2019-2020 School Service Fund Budget.

Moved by Mrs. Magee, seconded by Mr. Penn to approve the Adoption of the 2019-2020 School Service Fund Budget.

Ayes: 6 Nays: 0 Motion Carried: 6/0 Page #_____

Mr. Thomas recommended the Adoption of the 2019-2020 Debt Fund Budget.
Moved by Mrs. Gordon, seconded by Mr. Morey-Greer to approve the Adoption of the 2019-2020 Debt Fund Budget.

Ayes: 6 Nays: 0 Motion Carried: 6/0 Page # _____

Mr. Thomas recommended the Adoption of the 2019-2020 Building and Site Fund Budget.
Moved by Mr. Penn, seconded by Ms. Gattuso to approve the Adoption of the 2019-2020 Building and Site Fund Budget.

Ayes: 6 Nays: 0 Motion Carried: 6/0 Page # _____

Mr. Thomas recommended the Adoption of the Resolution Authorizing Issuance of a Note in Anticipation of State School Aid.

Moved by Ms. Gattuso, seconded by Mr. Penn to approve the Adoption of the Resolution Authorizing Issuance of a Note in Anticipation of State School Aid.

Ayes: 6 Nays: 0 Motion Carried: 6/0 Page # _____

Mr. Thomas recommended the Adoption of the Resolution to Adopt 80% / 20% Employer/Employee Health Care Cost Option.

The question was raised if this is what we have done in years past. Mr. Thomas said that yes it was.

Moved by Mr. Penn, seconded by Ms. Gattuso to approve the Adoption of the Resolution to Adopt 80% / 20% Employer/Employee Health Care Cost Option.

Ayes: 6 Nays: 0 Motion Carried: 6/0 Page # _____

PUBLIC COMMENTS

Sarah Crouch, parent and also an employee of South Lake, expressed her concerns over the forced transfer of Mrs. Pace and Mrs. Gallagher to another school. She feels Elmwood is being picked apart little by little.

Rosanne Knapp, employee of South Lake, spoke on behalf of Joe and Kim Perrino, parents of an Elmwood student. They had concerns over the forced transfer of Mrs. Pace and Mrs. Gallagher to another school. Reassignment makes no sense. There is no rationale.

Tim Allen, employee of South Lake, expressed concerns about transparency and full disclosure of administration to staff members. Concerned over the late notice to staff members regarding the forced transfer. There was no opportunity to say goodbye to parents or students.

Haley Pencak, parent of Elmwood student, shared her concerns over the forced transfer of Mrs. Pace and Mrs. Gallagher to another school. She said the last day was a bad one. Is this something that will happen again?

Justine Ventimiglia, parent of both a 9th grade student and a 2nd grade student at Elmwood. She is on the Elmwood PTO and is also a SLHS Band Booster. She expressed her concerns over the forced transfer of Mrs. Pace and Mrs. Gallagher to another school.

Diane Gorsky, employee of South Lake, expressed her concerns over the forced transfer of Mrs. Pace and Mrs. Gallagher to another school. She has been transferred throughout her career at South Lake and has worked in every building. Concerned over the teachers who have been with the district a long time. Is this what earning High Qualified status gets you? Please reconsider these transfers.

Diane Gorsky shared information on the following topics:

- National Honor Society visiting each elementary building in cap and gown.
- Team building – sunshine videos.
- Gail Ashburn – organizing sandbags.
- Relay for Life – 3rd time chairing it.
- Waterfront cleanup.
- Elmwood Wigs for Kids.
- Elmwood “Clap Out” was wonderful this year. Lisa Mangan was very moved.
- Graduation was wonderful!
- SLMS Web Program.
- The band took a trip to MI Adventure Park.
- The science classes took a trip to Cedar Point.
- Koepsell graduation ceremony had over 100 people in attendance.
- Avalon had many, many positive referrals this year!
- Congratulations to our South Lake Retirees: Cheryl Heckman, Cindy Kostukoff, Jim Bunting, Lisa Mangan, Ginny Francis, Marilyn Heiderer. We will miss you. Thank you for all that you have done for South Lake.
- Sarah Galvan will be a great fit for Developmental Kindergarten!
- Roxanne Barzone and Damon Moore have been in charge of a group at the high school to help with the loss of Nolan Morgan. Visitation will be held Fri., June 21, at Cantrell Funeral Services at 22121 Kelly, Eastpointe. Services will be held Saturday at 1:00 p.m. at Cantrell. Parents say to dress casually.

Ned Herman, parent of Elmwood student, would like to second what other parents have said regarding the forced transfer of Mrs. Pace and Mrs. Gallagher to another school.

Jennifer Herman, parent of Elmwood student, expressed her concerns over the forced transfer of Mrs. Pace and Mrs. Gallagher to another school. Need to reach out to parents and we can work together. Ask community for help.

Carrie Dimmer, former SC parent and now current resident parent of an Elmwood student, expressed her concerns over the forced transfer of Mrs. Pace and Mrs. Gallagher to another school. She also shared her concerns over fundraising and bullying. Same policies should be in place at each school building. She invited parents from other schools to an Elmwood PTO meeting to see how they do things. Each school could have parents become involved just like at Elmwood.

Mr. Diamiani thanked everyone. He appreciates input from the community and staff.

MISCELLANEOUS

Mr. Morey-Greer

- Thanks to everyone who showed up this evening. It is wonderful to see how much the staff means to everyone.
- It's important to be transparent and to bring the community together as one.
- You have really helped me today. Continue to make your voices heard. Being here is the first step. It helps us to make sure the district is going in the right direction.

Mrs. Magee

- Congratulations once again to Robert Beato – Principal of the Year!
- Thank you for the hard work done on Relay for Life.
- I'm a legacy and Robert had Mrs. Pace. I don't believe in forced transfers. I love Mrs. Pace. I don't know Mrs. Gallagher.

- The Board does not have the power to stop the transfers. That is decided on by Administrators.
- Speak out your truth and reach out to me.
- We have tried to engage the community without much success.

Mrs. Gordon

- Thank you for your comments. They were both passionate and emotional.
- Congratulations to our 2019 graduates!
- Have a safe summer enjoying what you love with the ones you love!

Ms. Gattuso

- I have personal experience at Avalon, SLMS and SLHS. I also teach Summer Camp here in the district every year.
- I wish Cheryl Heckman all the best. She has been a tremendous support to me both in my personal and professional life.
- Welcome new hires. South Lake is a fantastic home to have.
- I am a teacher and work at Lake Shore Public Schools and before that Van Dyke. Forced transfers are never easy. I have seen both sides of it. In one district we closed a building and forced transfers happened. At Lake Shore we have forced transfers happening with no explanation. If teachers aren't happy, students aren't happy. I am not in agreement with these South Lake forced transfers.

Mr. Penn

- Elmwood community this is tough for both myself and my wife. Thank you for your passion and community.
- We are always a work in progress.
- Congratulations to both our softball team and baseball team. They both made regionals. It's been 29 years since baseball was there and the very first time for softball. I attended the softball districts and it was a blast!
- Friday at Shores Lanes is the SLMS PTO fundraiser for next year's Washington D.C. trip. Please come. It runs from 6:00 p.m. – 9:00 p.m.
- Congratulations to Cheryl Heckman and welcome to our new hires!

Mr. Von Hiltmayer

- Thank you to everyone for coming. It's important to hear what the community has to say. There is a Board of Education meeting each and every month. We do record all meetings.
- We will have something coming this summer and will look for feedback in the future.
- Cheryl Heckman will be missed!
- Introduced Margaret Sawyer, new Business Office Executive Assistant.

Mr. Damiani

- There is so much to say. I was incredibly moved by all your comments. Mr. Fringer and I go back many years. Elmwood has such a tremendous sense of family of community. I appreciate you coming and expressing your views. Everything is in the agenda. The meetings are televised and shown on cable network. The minutes of each meeting are on the website.
- Thank you to Cheryl Heckman for her 25 years of service.
- Welcome to our new hires.
- South Lake is about excellence. Thank you to everyone who took the time to speak tonight. We tried to give everyone a chance.
- Congratulations to our softball and baseball teams!
- Congratulations to our graduates on the scholarship money earned. For a district of this size to earn over \$1,000,000 is wonderful.

Mr. Damiani asked for a motion to go into closed session for the purpose of the continuation of Mr. Von Hiltmayer's evaluation.

Mrs. Magee moved to go into closed session. Mrs. Gordon seconded the motion. A roll call vote was taken.

Roll Call Vote:

Ayes – Renard Morey-Greer, Jule Magee, Melissa Gordon, Kelly Gattuso, Robert Penn, Michael Damiani

Ayes: 6 Nays: 0 Motion Carried: 6/0

Some discussion took place regarding which administrators were in charge of forced transfer decision.

The Board entered into closed session at 7:55 p.m.

The Board entered into open session at 8:55 p.m.

A motion to adjourn the meeting was made by Mrs. Magee, seconded by Mr. Morey-Greer.

Ayes: 6 Nays: 0 Motion Carried: 6/0

The meeting adjourned 8:55 p.m.

Respectfully submitted,

Kelly Gattuso, Secretary

Prepared by Tina Jamieson