

The regular meeting of the Beaverton Rural Schools Board of Education was called to order by President Zdrojewski at 7:00 p.m. in the high school media center. President Zdrojewski led the Pledge of Allegiance.

PRESENT: Members Colton, Clark, Burns, Reader, Zdrojewski, Frei, and Superintendent Wooden.

ABSENT: Member Grove.

Administrators present: Andrist, Looker, and Quick.

Good News Report: Superintendent Wooden presented the Board certificates of appreciation in honor of School Board Recognition Month.

Motion by Colton, supported by Burns, to approve the January 8, 2018 agenda as presented. 6 yes, 0 no – motion carried.

Motion by Frei, supported by Colton, to approve the general fund checks #37112 through #37208 in the amount of \$546,449.27. 6 yes, 0 no – motion carried.

Motion by Frei, supported by Colton, to accept the retirement notice from Debra Owens effective June 30, 2018, with thanks for her twenty-seven years of service to Beaverton Rural Schools. 6 yes, 0 no – motion carried.

Motion by Colton, supported by Clark, to adopt the Layoff Resolution as follows:

WHEREAS, the Board of Education of the Beaverton Rural Schools has reviewed its projected revenues and expenditures for the 2017-2018 school year, anticipated program enrollments and curricular needs, and on the basis of the above factors has determined that a reduction in support personnel is necessary; and

WHEREAS, the administration of this School District has notified the Beaverton Education Support Personnel Association and affected paraprofessionals of the contemplated staff reduction; and

WHEREAS, the administration of this School District, has reviewed applicable legal and contractual procedures and has recommended separation of particular paraprofessional members pursuant to the necessary reduction in personnel;

NOW, THEREFORE, BE IT RESOLVED:

1. The following paraprofessionals are hereby placed on layoff status, effective January 4, 2018, and their services are hereby discontinued as of that date and will not be required until further notice:

A. Kathleen Molski

2. The Superintendent of this School District is hereby authorized and directed to notify the paraprofessionals affected by this resolution in writing that they have been placed on layoff status, effective January 4, 2018 and that their services have been discontinued and will not be required until further notice, subject to any recall rights and limitations found in the seniority language of the collective bargaining agreement between this Board of Education and the Beaverton Education Support Personnel Association.

3. The Superintendent of this School District is hereby authorized to take all other measures necessary and proper to implement the foregoing staff reduction.

All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution be and the same are hereby rescinded.

6 yes, 0 no – motion carried.

Motion by Frei, supported by Colton, to approve a salary increase of \$4,000.00 for Deborah Bergman's current contract amount from \$35,350.00 to \$39,350.00 as recommended by the Board Finance & Policy committee. 6 yes, 0 no – motion carried.

Future Action:

- A. Construction Booklet #26
- B. Construction Bids
- C. Student Activity Account – BES Outdoor Education
- D. New Hire – Middle School Track Coach

Member Burns presented the notes from the January 8, 2018, 6:00 p.m. operation & maintenance committee meeting as follows:

School Forest Update

Superintendent Wooden has been in contact with Pam Cingano regarding the school forest. Pam will be putting together a framework proposal and a timeline of when & how they intend to move and secure the bridge. The committee also discussed options if we were to scrap the bridge. Superintendent Wooden also discussed with Pam Cingano that the district does not intend to incur any costs associated with moving this bridge project.

Sports Complex Storage Building Update

The supports for the trusses have been installed and pictures of the supports were sent to the inspector and have been approved. Next step is OSB and then insulation.

Security Audit Update

Marietta has been in contact with a couple individuals to help us perform a security audit for the district.

BJSR High Clock Update

Sound Engineering has replaced most clocks in the junior senior high building. They have one circuit left to finish and that is scheduled for January 19, 2018.

Member Reader presented the notes from the December 15, 2017 grievance committee meeting as follows:

Grievance 1-2017-2018: Issue is paraprofessional having choice of a less senior employee's position to bump into.

MEA Representative R. Baker began the hearing. She explained the definition of seniority and clarified the difference between the words "lesser" and "least" when applied to seniority by examining nearly 20 years of negotiated contract language. "Least" was removed through past contract negotiation in favor of "lesser". She then discussed the bumping process that has been used in the district for the past 15 years (relevant to bus drivers) with language in the contract since then. Therefore, the contract implies that the employee has choice of bumping into a position of lesser seniority, including paraprofessionals with the newest contract.

The committee determined that administration has been misinterpreting "lesser" and "least" seniority language in the contract relevant to the bumping process. Institutional knowledge of the process has also been lost due to administrator turnover. The committee also acknowledged that, in future contracts, the bidding and bumping processes need to be better clarified, or possibly negotiated out, for paraprofessionals, so that students' best interests are of primary consideration when it comes to assignments.

After deliberating, the recommendation of the committee to the full Board is to approve the grievance and grant the relief sought: the District agrees to re-open the bump process beginning with Deb Stafford and including the pending displacement of Judy Wentworth at a single meeting to be moderated by Jared Goff, Assistant Principal/Special Education Coordinator, prior to the end of calendar year 2017.

Superintendent Wooden's quarterly dialog is scheduled for January 22, 2018 at 5:30 p.m. in the junior senior high media center.

Superintendent Wooden updated the Board on the following informational items:

- Met with Stacey DeMoines relative to sportsmanship demonstrated by our varsity football players and coaches during the playoff game against St. Louis. Superintendent Wooden spoke with Head Coach Aaron Seiser and the Athletic Director Ryan Roberts regards to opposing teams taking a knee when a player is injured on the field. This will be further discussed by the MHSAA and the Jack Pine Conference
- Examining parameters and timeline for a sinking fund with Thrun Law Firm.
- Election dates for the 18 mill Non-homestead renewal for 2018 are May, August and November

Member Frei informed those presented of the recent passing of Bruce Guy. Bruce has been the Gladwin County Library Director since 2003. Services are Saturday, January 13, 2018 at 11:00 a.m. at the Beaverton Activity Center.

Member Colton stated she attended the BJSR High fun day that was December 21, 2017 for the student in the 7-12 building.

President Zdrojewski adjourned the meeting at 7:30 p.m.

Bill Reader
Secretary