

Beecher Community School District

A regular meeting of the Beecher Board of Education was held on September 7, 2016 in the Coates Administration Building Board Room, 1020 W. Coldwater Road, Flint, MI 48505 and was called to order at 6:00 PM by Board President, Michele Loper.

Member in attendance were: Joyce Jackson, LaSonya Larry, Michele Loper, Reginald Mays, Mary Rankins, Marvin Smoot and Oceolar Denson Watson.

Old Business

- A. Motioned by Mr. Smoot supported by Mr. Mays to approve the Minutes of August 3, 2016 (Regular Meeting) and Minutes of August 31, 2016 (Special Meeting).

All present voted yes on roll call vote (Mr. Mays, Ms. Larry, Ms. Jackson, Mr. Smoot, Mrs. Rankins, Ms. Watson, and Mrs. Loper).

Motion carried.

B. Old Business – Board Members

Ms. Watson – None

Mrs. Rankins, Mrs. Loper, and Dr. Talison discussed the following: The information that was received from the business office regarding what we did last night, and if this was known, why wasn't it told last night when we were discussing this area so that we could have a better look on which way to go, why does the community have more information than we have, and I spoke with the Business Office and it was explained to me that we have to do something in another area to cover this? I stated if we take this out of PESG that would mean we would have to absorb the cost for that person's retirement and health. The question was asked how much was it going to be and Dr. Talison said he would find out. We knew it was going to be a cost that is why we put the position with PESG, but the concern you had was if we kept this position as PESG it would be outsourcing and I said some costs are worth it to keep our own Personnel Department. To address the fact that there is going to be additional costs, we had to make some additional costs to compensate for the loss of students and Dr. Talison stated he would go over that. When we are making cuts, we have to consider that as well. The big picture is to make sure Beecher has a personnel department and it is not outsourced. We knew going in it would be an additional cost but we couldn't have brought you a cost because we just had the meeting yesterday. We do know now exactly what the cost is. The consensus was we didn't want to have this position in an outsource company and we wanted to keep it in-house and we are going to have to absorb the cost; if the superintendent knew last night he should have told us; how could I know, you just asked me at 6 o'clock last night. I emailed the business office first thing this morning and they gave me the number; the information wasn't after-the-fact. He asked in an email first thing this morning. You can't anticipate a question in knowing the answer if you don't have the question yet.

Mr. Smoot, Mrs. Loper, Ms. Larry, and Ms. Jackson discussed the following: On page 9 of our packet, was that parents concern addressed? That concern had to be addressed by the company that particular employee works for. It was followed through and it was

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handled. I spoke with them personally. I can give you more information after the meeting; there was guest speaker at Beecher High School today and he spoke on the importance of education. What was the outcome of today's meeting? He spoke to parents about how important education is and how they are the motivators that kids stay in school to get their education. It was a very good meeting; he spoke on honesty as far as going to your children and whomever else because that's what's going to follow your children from the first day to the last. He did an excellent job. There were no questions when he spoke as far as what he meant and what he was saying. He did an excellent job.

Ms. Jackson – None

Ms. Larry and Dr. Talison discussed the following: Did the person over at Tucker right now doing the secretarial work decline the position at the high school? The position has not been offered the position officially until the board has made their decision.

Mr. Mays discussed the following: I would like to thank the board of education and the community that offered their condolences in my family's time of bereavement. I appreciate everything that was said and done.

Mrs. Loper – None

New Business

A. Public comments on agenda items only

None

B. Authorization for Payment of Bills – Board Treasurer Mays

Motioned by Mr. Mays supported by Ms. Jackson to approve the Authorization for Payment of Bills totaling \$1,146,198.19 for the period ending September 7, 2016.

All present voted yes on roll call vote (Mr. Mays, Ms. Larry, Ms. Jackson, Mr. Smoot, Mrs. Rankins, Ms. Watson, and Mrs. Loper).

Motion carried.

C. Business from Central Office/Informational Items – Dr. Talison, Superintendent

- Motioned by Ms. Jackson supported by Mr. Mays to hire Susan Hall for the position of Science Teacher at Beecher High School. All clearances have been met and are on file in the Personnel Department.

(Discussion ensued from Ms. Larry, Dr. Talison and Mrs. Rankins regarding: since we are low in kids, do we still need to hire someone for the science position; yes; where is the person going who is already in the classroom; that was a vacancy that was created by the science teacher who resigned earlier in the year and we still have another vacancy. We have two vacancies; we still have to hire for another science teacher; do we have any laid off teachers that teach science to recall; no, we do have two elementary certified teachers who will remain on lay off)

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All present voted yes on roll call vote (Mr. Mays, Ms. Larry, Ms. Jackson, Mr. Smoot, Mrs. Rankins, Ms. Watson, and Mrs. Loper).

Motion carried.

(Ms. Hall stated she was excited to be able to start as a science teacher, this looks like a great district, I did some sample teaching and the kids seemed great, I met the teachers, and I'm excited to start)

- Motioned by Ms. Jackson supported by Mr. Smoot to approve Roshawnda Williams and Fannie Ray as the Class of 2017 Sponsors.

All present voted yes on roll call vote (Mr. Mays, Ms. Larry, Ms. Jackson, Mr. Smoot, Mrs. Rankins, Ms. Watson, and Mrs. Loper).

Motion carried.

- Motioned by Ms. Jackson supported by Mr. Mays to approve Andrea Aurino as the High School Peer Helper Coordinator.

(Discussion ensued from Mrs. Rankins, Dr. Talison, Mr. Smoot, and Ms. Jackson regarding: what is she going to be doing; implement a peer mediation program to have students coach one another to diffuse arguments for 9-12 grade students. Students will de-escalate student problems; we probably won't need the behavior room; it is two different things, it is a by-product and hopefully we can create that kind of environment that we won't need it; we should take a look at the focus room and the behavior room and combine it into one. Is this part of the grant; it is part of the BEA Contract, Schedule D payment, therefore the person would receive a stipend; don't we have a behavioral room at the high school; the person is a behavior interventionist, but the students don't stay in that room all day. They go for an incident and go back to the classroom; is this something we're adding to the budget; this is something that is already budgeted for; have we done this before; no, it is the same as a sponsor. If you don't have a sponsor, the money stays there; does the email you sent earlier have anything to do with this position; no; that is going to be a discussion later; yes; how close is this to her current position now; she is the building social worker and this is in her wheel-house of services; will children be coming from there; she will put a posting out for students who are interested, training will be provided, and students will put issue items in a box, the mediators will be called together to work the issue out. She will oversee the mediation and if the issue is too big for students to handle, she will take it to the behavioral interventionist or building principal if necessary)

All present voted yes on roll call vote (Mr. Mays, Ms. Larry, Ms. Jackson, Mr. Smoot, Mrs. Rankins, Ms. Watson, and Mrs. Loper).

Motion carried.

D. 2016 Michigan Association of School Boards Delegate and Alternate Appointment

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Motioned by Ms. Jackson supported by Mrs. Rankins to appoint Mr. Mays as the delegate and Mr. Smoot as the alternate voting delegate to participate in the Michigan Association of School Board 2016 Delegate Assembly to be held on Thursday, November 10, 2016 at 7:30 PM at the Detroit Marriott in Detroit, MI.

All present voted yes on roll call vote (Mr. Mays, Ms. Larry, Ms. Jackson, Mr. Smoot, Mrs. Rankins, Ms. Watson, and Mrs. Loper).

Motion carried.

E. Committee Reports

Working Committee Meeting of the Whole 9/6/16 – 5:30 PM (Mrs. Loper, Chairperson)

The committee discussed Outsourcing Hiring Procedures.

- Motioned by Ms. Watson supported by Mr. Mays to move the Personnel Assistant position from PESG to a Beecher Community School District position.

All present voted yes on roll call vote (Mr. Mays, Ms. Larry, Mr. Smoot, Mrs. Rankins, Ms. Watson, and Mrs. Loper; Ms. Jackson voted no).

Motion carried.

- Motioned by Mr. Smoot supported by Mr. Mays to approve all third party outsourcing companies to process all hiring aspects of potential employees to be placed in the Beecher Community School District.

All present voted yes on roll call vote (Mr. Mays, Mr. Smoot, Mrs. Rankins, Ms. Watson, and Mrs. Loper; Ms. Larry and Ms. Jackson voted no).

Motion carried.

F. Other Business – Board Members

Mr. Mays – None

Ms. Jackson, Dr. Talison, and Ms. Larry discussed the following: The information in our packet concerning the students being dropped off at the high school for a year, why is that happening; in the email from the building administrator, that was the agreement that the bus driver came up with last year because they were having an issue with dropping the students off at Dailey and they thought with the time gap, dropping them off at the high school was a better idea because it was disrupting the daily practices at Dailey Elementary School; where are the children picked up? They are picked up at Tucker; in the morning when they go to school, where are they picked up? At Dailey; all the children that go to Tucker have to come to Dailey? We are only talking about the students who get picked up from Dailey that go to Tucker and going back in that situation; I don't remember that portion being said it was going to be like that; until it was brought up yesterday by the board, I had to ask the principal for clarification because I wasn't aware that was taking place and he explained what was going on; you didn't know anything about the situation; no; how is something like that going to get by you; it was never an issue that came to my attention; everything that goes on in the district

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you're supposed to know about it; if I knew about it or if someone had informed me about the situation, I would have known about but no one informed that was a situation that occurred; this has been going on for a year and you didn't know about it; no, the students who live on the Dailey side that attend Tucker that are 5-8 graders, those students were dropped off last year because of behavioral issues and they followed the same pattern this year that the bus driver came up with along the building administrator. It was never brought to my attention that there was an issue going on. We are only talking about the students who are Dailey students who shuttle back and forth to Tucker; my problem is middle school children to be dropped off at the high school with the high school children. I have a real problem with that and the high school children are a lot different than our middle school children. I thought the children were being picked up at a certain bus stop and I have a problem without knowing that without someone telling me that; I agree with you; how can you have a problem with it when you didn't know about it; you knew before me and I found out last night when you told everybody; I have a problem that you don't know about it; if the bus driver is not following the rules and a parent doesn't call me about a complaint, how would I know about it; when things are changed, you don't get a memo; I didn't get a memo regarding this situation; I have a problem with that also. You are supposed to be over this district and these things are what you are supposed to know. I received a phone call from Mrs. Seltzer telling me what the count was and the final count she gave me is 870. At the meeting last night you gave a different count. From the time Mrs. Seltzer called me and until the meeting last night, we lost more students; no, we went up. We have a daily count that takes place and we are at 873 today; what you gave us last night was 861 and we have gained that many students within a day; yes; but we dropped from the 870 to 860 and now we have 873; yes, we do a live body count that Mr. Bishop requires from us to give them a report every day and the numbers fluctuate. The number is 873; I saw the letter in the packet from Mrs. Castle regarding changes. Why did that come about; it came about when we talked about staff moving around based on student numbers at the time. We have some resignations that will be coming, and we were being proactive in moving those schedules around so the students can be changed so that we can make sure we make those cuts; why didn't I as a board member know about it before the letter came out. I have a problem when a parent comes up to me and asked me about a call or information they got. How can I tell them anything? Is it you that sent the letter because they said it was something with you on Facebook; no; you had nothing to do with this letter and Mrs. Castle did this all on her own; Mrs. Castle created the letter and sent it out; who told her to do that; I didn't tell her to create the letter. We told her we were making changes for the schools. Ms. Larry called me about the same situation. Mrs. Castle emailed us the letter at 10:45 and the letter was sent home with the students at the end of the day. I forwarded the email and Mrs. Seltzer put the email in your packets to send to your home. You missed it because it was going home at the same time with the students. I received the letter the same day you received it; Mrs. Castle came up with this letter because of the problem and you didn't know anything about it; I knew about the problem because we had discussed the problem but I didn't know she was sending out the letter at that time; you had no idea; no; she did it on her own; yes, she wanted to communicate with her parents; that's not what I'm asking and I know that's what letters are for is for communication. I'm asking you specifically did you know or give her the permission to send this letter out; no; did

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you tell her to send it out; no, I knew she was going to communicate with her parents but I didn't know when she was going to do it; she did it on her own; yes; let me clarify my name. I have no problem with the letter. My problem with the letter is that it was put on Facebook and I had parents calling me asking about it and I didn't know what they were talking about. As far as the letter and her writing it, I had no problem with it. My problem was it shouldn't have been put on Facebook until the kids got out of school and it was sent home to the parents. This letter was put on Facebook during school. My problem was the procedure and how it was done. Who controls that site; that was on the Beecher High School site, it wasn't on the district website and the buildings control their own Facebook pages; every administrator or principal during school time has the time go on Facebook and post stuff; I'm saying each building principal or their representative coordinates their building Facebook pages; you had nothing to do with the fact that this letter needed to go out; no; there was a statement made last night that you said someone called to ask how someone was leaving and they wanted to know about the pay with one of the people that are resigning, you don't recall saying that; you need to clarify what you're talking about; did someone call and ask about a person from the district that's resigning and about the pay; no, a person called to let me know a person was resigning and I said the person would probably be leaving for better pay and I gave three examples and they all had different things because each one of them got a different increase pay. I didn't say someone called me about the pay. I said the people called me from other district about the persons; I need somebody to let me know what my role is because it was stated last night the board need to handle what they need to handle. I don't know who's going to handle the other thing, but I need to know exactly what I need to handle and stay out of some things, I want to know what that is. If anybody has that booklet or whatever to let me know what I'm supposed to handle and not supposed to handle, I need to know what that is and I'm sure somebody would have to know what that is for that statement to have been made last night since I really don't know what I'm doing.

Mr. Smoot and Dr. Talison discussed the following: Dr. Talison what was the outcome of the BEA teachers; that is a possible labor issue that we can't talk about; who's going to cover the cost if we have to transport kids until we fill that void with the bus drivers; we will put that back on Auxilio. Mr. Dollin said they will have a person in the morning and he is trying to find another person. I also let him know that he is going to have to meet with the board very soon to update about situations; when they gave their proposal they told us they had bus drivers, buses, etc. and they said they were a professional and with this situation, they are not professional. They do need to come back in and tell us what they're going to do differently or we need to start looking for someone else because that is unacceptable. As soon as you can get that information please share it with Madam President and we can go from there. I was worried about the kids from Tucker being dropped off at the high school so I did some research. What they're doing, if I'm not mistaken, is Mrs. Castle is assigning her security guard to make sure the kids that are dropped off at the high school are monitored by the security guards so they won't engage with the high school students. That is the information that I came up with. Is that a true statement; yes.

Mrs. Rankins and Mrs. Loper discussed the following: I would like to request a meeting

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for the board to meet for board concerns. Information should be for all board members. We are elected officials and we're here for the concerns of Beecher Community School District and there are a lot of things that need to be corrected. Some of us have been to classes and some of us haven't. The main thing is that this board has the power to do anything that we want to do that is right and is within the law and nobody has the right to tell us don't do this or don't do that because if it's wrong, you have to correct it and if it's right, you have to make a motion and move on it. This is what the board has to do. We have been talking about the temp service for three weeks. All of the information should have been gathered and we should have knew about, and we should have been told about the loss that we would have if take action about the employees we talked about last night instead of getting it this morning. I never would have brought it up if I thought it was going to make a dent in Beecher's budget because we're still going to have to make more cuts even after that; with all due respect had you brought it up before last night I would have got the information but you didn't bring it up and I can't give you what I don't have; that is not your job and I am not talking about you. I know the superintendent said he didn't get it until last night but there are a lot of things that are even going over the superintendent's head and they're not reporting to him and telling him a lot of stuff. So what is going on? This is my 20th year on this board and I have never been in nothing like this. The superintendent is supposed to know everything in this district and if he's not getting it, there's a problem somewhere. I am requesting a meeting for the board to come together and discuss all their concerns.

Motioned by Mrs. Rankins supported by Ms. Larry to have a meeting for board concerns.

Mrs. Loper and Mrs. Rankins discussed the following: I have no problem with the board having a meeting with concerns, but what ends up happening is we have a meeting of disagreeing and we don't resolve anything. If we're going to come together as a board to resolve something, by all means I think that's great. But when we sit here and place blame, and anything that comes through should go to the superintendent, but we have board member that get stuff and don't bring it to him so how are we expecting everybody else to bring it to him. It is stuff that goes on that don't come my way. I don't have anything to hide. If I have anything, I'm going to bring it to you. If it's something that you ask me about, I'm going to try to find out the information. If I don't have it at the meeting, I'm going to call you as soon as I get it and give it to you. We have to practice what we preach. If we want him to know about it, we have to tell him about it. We can't wait until the meeting and say you should know about it and tell him at the same time. You may not want to give it to him, but you can give it to me or maybe Mr. Mays if it's a finance issue. We have to give it to somebody because we can't read your mind. I'm all for having a meeting but not for it to turn into a session where we just gripe, not get along, and it turns into a useless meeting and nothing is accomplished. I have a problem with that. Every time we come together, nothing, that's what they turn into and nothing is accomplished. We wind up leaving the same way we came; I'm not here for no personal slander. I want a meeting for Beecher business because there are a lot of things that are going on that maybe even the superintendent doesn't know about. It could be a board concern. I am not asking for a meeting for a personality click. It's enough of that going on in Beecher right now. This is board business for Beecher and if you're on here

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for the concern of the students, then we need to come together. Maybe we need to reconstruct what we're doing or the business of the district. This is our job and this is the power we have. If it becomes a meeting with personality clicks, you are the president and you have the power to say if we're going to talk about personality and different things, I want a motion to dismiss the meeting; I wish I had that power to stop that; the Robert Rules of Order gives you that power; they may give it to me but I have not been able to use them and they have not been able to be utilized or listened to; if the meeting gets out of order all you have to do is hit the gavel and say you need a motion that this meeting comes to an end now; okay, I have hit this gavel before and it hasn't happened.

All present voted yes on roll call vote (Mr. Mays, Ms. Larry, Ms. Jackson, Mr. Smoot, and Mrs. Rankins; Ms. Watson and Mrs. Loper voted no).

Motion carried.

Ms. Watson – None

Mrs. Loper – None

Ms. Larry discussed the following: There was a time when a meeting got out of hand and you did stop the meeting and say the meeting was over. You have done that before and it's not like you can't do because you have did it before. I have been coming to board meetings for a long time and this is not the first board to disagree and have issues. There used to be a board worse than this. Let me stop the rumor that's going on about board members. Until you sit in this seat, see what's going on, and what we have to deal with, I'm tired of people saying they don't come to board meetings because of us. That is not true. The only time people do show up at a board meeting is when they have issues, parents, they have a problem, they don't like this person, or somebody told them to come, but the majority of the board meetings are staff. There used to be a time I would be the only parent sitting in the audience. I guess we're responsible for parents not coming to parent/teacher conferences, not coming to the Town Hall Meeting Mr. Smoot had, and parent workshops. I guess the board is responsible for parents and the community not coming out. It's a rumor going around and it's sad and it's terrible and I'm going to say something about it. I will tell anybody that's not the reason why people don't come to board meetings. People don't have concerns but when they do come, they come because they have an issue about their child in the classroom, an issue about that teacher, or they don't like this person's position, etc. That's the reason. Other than that, this room doesn't be half as packed but when it is, it staff only. Whoever is putting the rumor out that people don't want to come to the board meeting because of the board, it used to be worse than this. There were times when a superintendent would walk out of here crying every night when they had board meetings. I was there. We are not the worse board. Everybody has discussions, everybody doesn't get along, everybody has their own opinion and there's some things I don't like and there's some things going on that I don't care, but I am an elected official and a parent. With the board or without this board I'm still going to do me when it comes down to this district and these kids. Before I got on the board I used to be at all the meetings all of the time. Most of the audience was staff only. Whoever is putting that rumor out there that people don't want to come to the board meetings because of us, that's a lie. If that's the case, they don't want to come to

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anything else because of us.

G. Public Comments

Public Comments were received from:

Marc Patterson – I'm new to the board meetings and as some of you know, I do plan on running for the board. This is my second meeting and it seems like this committee doesn't talk to each other, you talk at each other and you fuss. With me and my committee I only have one rule, team work makes the dream work. Me and my committee don't always see eye-to-eye, but we don't argue, fuss, and place blame. The concern is the community and the kids and everybody should be able to put their personal differences apart and think about these kids and it will all work out fine.

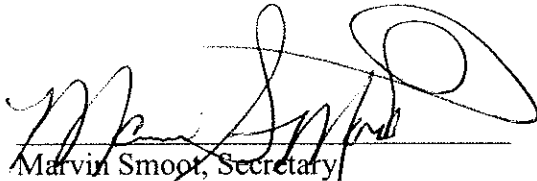
H. Adjournment

Motioned by Mr. Mays supported by Mr. Smoot to adjourn the regular board meeting at 6:51 PM.

All present voted yes on roll call vote (Mr. Mays, Ms. Larry, Ms. Jackson, Mr. Smoot, Mrs. Rankins, Ms. Watson, and Mrs. Loper).

Motion carried.

Respectfully submitted by



Marvin Smoot, Secretary

Beecher Board of Education

10/5/2016

Date Approved

Minutes transcribed by Terrie A. Seltzer