

Beecher Community School District

A regular meeting of the Beecher Board of Education was held on February 3, 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, Michele Loper, Reginald Mays, Mary Rankins, Marvin Smoot and Ocelar Denson Watson; LaSonya Larry was absent.

Old Business

- A. Motioned by Mr. Smoot supported by Mr. Mays to approve the Minutes of January 6, 2016 (Organizational Meeting), Minutes of January 6, 2016 (Regular Meeting), Minutes of January 20, 2016 (Special Meeting), and Minutes of January 26, 2016 (Special Meeting).

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

Motion carried.

B. Old Business – Board Members

Mr. Mays – None

Ms. Jackson – None

Mr. Smoot – None

Mrs. Rankins discussed the following: There are some laws in our policy book that are not being carried out. Anytime a board member is doing business for Beecher, our policy says that we are to have breakfast, lunch, and dinner and there is no discrepancy about it until the board changes that fact. Ms. Larry and I had a date in Lansing and we were only given dinner and we were supposed to be on our own for lunch and this is not what the policy says. Regardless to whether we use it or not, we are supposed to be given that money. All that we don't use, we bring it back and turn it in if not, then it is held against us. I want that policy to be carried out. I don't want this to happen again that any board members that go on business, this is what is supposed to be given to you, breakfast, lunch, and dinner. Anything you don't use you bring the money back and turn it in. This is the second time I have brought this up since I've been on the board. Maybe nobody is reading the policy, but I want it to be carried out; where is the security in our buildings? I've been getting emails about this and that happening, where is the security? That needs to be checked out because if we don't need the security, don't pay them because so much is happening. Every time I turn around the Mt. Morris Police is here. If we need them, I can understand it, but they never say security was there to help. I need a report on if security is working, if they're on the job, etc.

Ms. Watson – None

Mrs. Loper – None

(Ms. Larry arrived at 6:03 PM)

Ms. Larry – None

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New Business

A. Public comments on agenda items only

None

B. Contract Negotiations – Closed Session MCL 15.268(c)

- Motioned by Mrs. Rankins supported by Mr. Mays to close the regular board Meeting at 6:06 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.

- Motioned by Mrs. Rankins supported by Mr. Mays to go into closed session for the purpose of negotiations of collective bargaining agreements at 6:06 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.

- Motioned by Mrs. Rankins supported by Ms. Watson to close the closed session meeting at 6:30 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.

- Motioned by Mrs. Rankins supported by Mr. Mays to reconvene the regular board meeting at 6:30 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.

(Ms. Jackson left the room at 6:32 PM)

C. Authorization for Payment of Bills – Board Treasurer Mays

Motioned by Mr. Mays supported by Ms. Watson to approve the Authorization for Payment of Bills totaling \$984,228.11 for the period ending February 3, 2016.

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

Motion carried.

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

- Motioned by Mr. Mays supported by Ms. Watson to reduce all overtime for the on-call custodial staff effective February 8, 2016 due to financial reasons.

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

Motion carried.

(Ms. Jackson returned to the room at 6:34 PM)

- Motioned by Mr. Mays supported by Ms. Watson to outsource the Personnel Assistant position to PESG effective February 8, 2016 due to financial reasons.

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

Motion carried.

- Motioned by Ms. Watson supported by Mr. Smoot to accept the Memo of Understanding between Beecher Community School District Board of Education and Beecher Educational Association (BEA).

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

Motion carried.

- Motioned by Ms. Watson supported by Mr. Mays that due to financial reasons, the layoff recommendation of the Superintendent of Schools, a copy of which is attached and incorporated by reference, be approved so that the employee recommended for layoff is laid off effective her last scheduled day of work, February 12, 2016 for the 2015-2016 school year and further, that the Superintendent, or his designee, provide the employees with written notice of this action:
 - Debra Jackson

(Discussion ensued between Ms. Jackson, Dr. Talison, Mrs. Rankins, and Ms. Larry regarding: what her position is; kindergarten teacher at Dailey; it would have been clear if all of the recommendation were lined up and explained; it was their recommendation but they were asked and they stepped forward to save their position and their job and I applaud them for doing that compared to most people who work for the district who couldn't step up and take a paycheck cut and then we have board members who want to save other people's jobs. It's sad because a teacher should have been the last one cut. You're going to cut a teacher out but save an athletic director's position. It is sad how the board members are doing stuff. This is what y'all continue to have.)

All present voted yes on roll call vote (Mr. Mays, Mr. Smoot, Ms. Watson, and Mrs. Loper; Mrs. Rankins did not vote; Ms. Jackson and Ms. Larry voted no).

Motion carried.

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- Motioned by Ms. Watson supported by Mr. Mays to accept the Memo of Understanding between Beecher Community School District Board of Education and the Transportation Staff (CGMT).

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

Motion carried.

- Motioned by Mr. Smoot supported by Ms. Watson to accept the Memo of Understanding between Beecher Community School District Board of Education and the Custodians and Maintenance (CGMT).

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

Motion carried.

Dr. Talison stated please note that the Beecher Early Head Start monthly reporting information for January 2016 are in your packet, which includes the Enrollment Counts, Home Visit Socialization Completion/Meal Counts, Financial Report, Office of Head Start Communications, Early Head Start Parent Policy Committee Meeting Minutes, Calendar, and Newsletter.

E. Donation Acceptance

Motioned by Ms. Jackson supported by Mr. Mays to accept the \$50 gift card donation from Kroger to Tucker Middle School.

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.

F. Policy #5611-Due Process Rights Adoption

Motioned by Mr. Mays supported by Mr. Smoot to adopt Policy #5611-Due Process Rights.

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

Motion carried.

G. Committee Reports

1) Working Committee Meeting of the Whole 1/7/16 – 5:30 PM (Mrs. Loper, Chairperson)

The committee discussed the Deficit Elimination Plan Update; Attorney/Client Information, which was discussed in closed session; and received questions and answers from audience members.

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- 2) **Committee #8/Student Hearing Results 1/11/16 – 5:30 PM (Ms. Jackson, Chairperson)**
The student hearings were cancelled due to inclement weather.
- 3) **Committee #8/Student Hearing Results 1/19/16 – 5:30 PM (Ms. Jackson, Chairperson)**
Case #15-03 was expelled for 180 days effective January 19, 2016; Case #15-04 was expelled for 180 days and may attend New Directions effective January 19, 2016; and Case #15-05 was expelled for 45 days and may attend New Directions effective January 19, 2016.
- 4) **Special Board Meeting 1/20/16 – 5:30 PM (Mrs. Loper, Chairperson)**
The board accepted several resignations and approved retaining an attorney.
- 5) **Working Committee Meeting of the Whole 1/20/16 – 5:30 PM (Mrs. Loper, Chairperson)**
The committee was supposed to receive a presentation from Ebenezer Ministry and Community Center, however, they did not show; the committee reviewed the Behavior Interventionist job description; the hiring process discussion; Deficit Elimination Plan; and a Discussion on a Personnel Matter, which was discussed in closed session.
 - Motioned by Mr. Mays supported by Mr. Smoot to approve the Behavior Interventionist job description

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

Motion carried.
- 6) **Working Committee Meeting of the Whole 1/25/16 – 5:30 PM (Mrs. Loper, Chairperson)**
The committee received Custodial and Light Maintenance/Repair Services Presentations from Auxilio Services and PESG Educational Staffing Solutions; and a Secretarial Proposal.
- 7) **Committee #9/Student Hearing Results 1/25/16 – 6:30 PM (Mr. Mays, Chairperson)**
The student hearings were cancelled due to the Working Committee Meeting being extended.
- 8) **Special Board Meeting 1/26/15 – 5:30 PM (Mrs. Loper, Chairperson)**
The board approved budget reductions.
- 9) **Committee #9/Student Hearing Results 2/2/16 – 5:30 PM (Mr. Mays, Chairperson)**
Case #15-06 will be rescheduled and Case #15-07 was expelled for 180 days and may not attend New Directions, effective Wednesday, February 3, 2016.

H. Other Business – Board Members

Mr. Mays discussed the following: I want you to understand what we're going through right now we're trying to work through. Things that we're doing right now have been basically forced on us by the state that we have to do this. If we don't do this, the state is going to do it for us and there will be do discussion about it. We're doing things right now that we need to do now and make adjustments. Some things we may re-visit in the future, if we can and if we're financially able to, some things ride until we can get a hold on some things that are going on. Decisions that I make is based on fact not fiction. Things that make sense, things that we need to do. I'm a Beecher Buccaneer; I went here, I live here, and I'm not going anywhere. It hurts me just as much as anybody else to make some of the decisions that I had to make through this stretch, to do some of the things that I had to do during this stretch. I may sit here and look like I don't show emotions, but I hurt too, just like everybody else. Make no mistake about it, this is tough and I just want everybody to understand where I'm coming from when I have to sit up here and make these decisions.

Ms. Larry discussed the following: I said some things at the last meeting and I meant what I said. I did make the statement that I hope the state does come and take us over and the reason I said that is because the moves that the board makes. Not one time no one has mentioned the education of these kids. I'm the only parent sitting on the Beecher Board that has a child out here. When I found out we were in the financial trouble, he was going to Flint Schools and I decided to bring him back out here because I reside out here. I can't speak for everybody on this board but I'm going to speak for LaSonya Larry. I don't have a problem saying what I've got to say. I don't have a problem giving up the \$30 per meeting that I get. I represent Beecher outside of Beecher. I'm about the most active board member that represents Beecher both inside and out. I do it because when I first took office, I was elected to represent my community, my school district and these kids out here. I didn't get on the board to try to save somebody's job, save a member's job, or a friend's job. My ideas are for the kids out here. This board doesn't make me or break me. If you have anything to say to me or ask me, this board can't speak for LaSonya Larry, come get it from the horse's mouth and I will tell you and be honest with you. If you think you can do a better job than me, you can have this seat right tonight. I can do a better job raising hell out there than out here. It's stuff going on with this board and with board members and it's not right it's wrong. If y'all people sit here and allow this to go on in Beecher School District, the shame is on all of y'all because y'all elected all of us up here. I'm telling these parents and will tell anybody, y'all letting these good teachers go. It ain't right and it ain't fair. These are the last people you should be letting go. These teachers didn't have a choice. I applaud them because they stepped up because they wanted their job and to save their school district and these kids, but a teacher should be the last person on the budget to be cut. If you want to save a job, save everybody's job. You should have cut all across the board not just certain people.

Ms. Jackson and Mrs. Loper discussed the following: I want to know, we had a basketball game the same day that we had a meeting, I would like to know what time is the snow supposed to be shoveled in this district because when I go to a game at 5:30 in

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the evening and there is slush in the parking lot, people we off work by then so when they came in the driveway was full of snow and when I came to the game at 5:30 you are walking in slush. It's very embarrassing for you to have a team from somewhere else and all of the visitors are wondering why is all the snow and slush is in our parking lots and up the sidewalks. When I went back out, there was one person trying to shovel, but everybody's gone in now so what's the use. What is the director doing as far as having people do it in the morning? Something needs to be done. I would like to know who in the district wears a uniform, what workers wear uniforms? I am not aware of anyone wearing uniforms except Sodexo, but I don't know of any employees wearing uniforms; every time we get a packet, there are three or four listings over \$1,000; in the financial report? Yes, and it's in every single packet. Where is this money going and why? It has been brought up before; it's always 3-4 thousand dollars. I would like to see the policy that was made for the conferences. I can remember being a board member making a policy stating there was only two policies (conferences) per year that the board was going to go on. In this packet there are three. We're sitting here asking people to get laid off. A thousand dollars was spent on some conferences and I have a problem with that. We're sending people off to conferences but we're laying people off at the same time and it is not just this month, it's every month. I want the policy that states that the board and everyone else can only go on two conferences a year and I know it's there. The only one who may remember is Mrs. Rankins, but it's there. It's too much going on and you're asking me to take these workers livelihood into my hands and all of these things I just asked for should not be there, but you want to take their money away from them, cut down everything but we're spending money and nobody knows about it. I want to know when the Business Department does the business part to pay out the bills, who else looks at the final numbers and say its okay before it gets to us? As far as I know and the way it has always been, the Business Office do it and the superintendent looks at it and gives the okay, and then it comes to the board and we're taking both of their words to say that this amount is okay to paid. I want to know that line and how far up the line it goes because too many things are out of control and the things I'm looking at just don't make sense. The mileage I'm seeing from people, what is the mileage for. Beecher is not a mile from one school to the other and it's not going to take you five minutes to get to each one, but you have checks printed for approximately \$200. When mileage is asked for, I would like to see where this person is going and how come all this money is being used for mileage. If it's that bad, what they can do is park their own car and get in one of these trucks that these men in the district drive because this is costing too much. We're paying for the gas for the buses and now we're going to give someone a check to go in their pocket. Who' off of their job that much that they can have a \$200 bill for gas? We're spending money around here like we have some. We never get a listing of where they're going just reimbursement for gas. We've never had gas expenditures this big before. Those are the things I want.

Mr. Smoot discussed the following: I would like to thank the community for coming out. Board members, this is my first year on the board and I understand people losing jobs, making cuts, and different things to that nature. I do a lot of reading and everything has to make sense. We don't want to have to make these cuts in our Beecher community. I graduated from Beecher and I'm a diehard Beecher Buc, but sometimes you have to make

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tough decisions. I worked at Ford Motor Company for 13 years and I had to reinvent myself because I lost that job. Things happen and we don't like to make tough decisions but sometimes we have to make decision that aren't always right, people will not agree with, but it will happen. As a community and as a district, and if we come together and try to figure out ways, sometimes we need the community to give us opinions. This board doesn't know everything, but it has to make sense when the community brings information to us so we can evaluate it and look it over. You guys might have ideas that may make sense. We are human just like everybody else and we make decisions based on information that we receive. It has to make sense. The state said do x, y, and z or we'll come in and do x, y, and z and everybody knows if the state comes in, that's called a state takeover and a lot of people might lose their employment. Everybody has to make tough decisions and sometimes feelings get involved and when feelings get involved, people get emotional but you're in it to make a bright and educated decision for our district and our kids.

Mrs. Rankins discussed the following: To the new board members, this is not my first time and I have been through it before. When we outsourced the lunch people, there was a lot of commotion. They picketed and carried signs. This is something that when you're on the board you agreed to take on the Beecher business, these are things that are going to happen. Everybody says that they're a diehard Buc, but if you fall down, you have to get back up. We've been down before and we got back up. I don't like anybody make a threat, not to me and not about Beecher. If you make a threat to me, then I'm going to go out and try to find a way to come back at you. Don't make a threat to me about what we better do, it don't work like that. I got a little emotional during closed session. I've been here too long and I know how Beecher goes in and out and this is something that we have to work with. The only thing that disturbed me this time is that it is not entirely our fault that we're in the position that we're in right now. We can't go out and talk about it, but if you're going to continue to come to board meetings, you will find out about it. We just have to stand tall with us. We've got a hard battle that we've got to fight and it's going to get emotional because we live in Beecher and these are our grandkids, kids, and everything else. It's not that the board is passing over anybody, it was open to all unions and they came up with these concessions and we agreed to it. We're not trying to oversight anybody but we just all have to work together to try to pull out of this big mess. If you know anything about praying, you better pray for Beecher because these people at the state are not playing. They said they can come in and do the job if we can't do the job. Be careful what you say because when you got elected on the board, people had confidence in you that you would carry out the business of the district, not your personal business, and not because you're mad at somebody or whatever, but this is Beecher's business, and that's finance, student learning and everything else. If you have a complaint, go to the proper source with it otherwise we don't know anything. If you don't tell us how do we know? There are some things going on in this district that we need to take care of and I'm going to be one of the one that are going to start taking care of it because I found out some things, whether it's true or not, I'm going to find out if it's true and if it is true I want to know why it wasn't discovered before now. Why is everything coming up because we have to make cuts? That's not right. If you know something that's going to help Beecher, bring it to us, that's our job to try to straighten it out but I can't do

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it if I don't hear about it. If you don't bring it to the board meeting, how would I ever know what's going on? Some of us, you're looking down and blaming the board. Don't blame us. We didn't put ourselves here, we had help getting here but we're going to stay here until we find a way out.

Ms. Watson discussed the following: As a district, we are going to have to stick together. We can't oppose each other because this is our livelihood; this has always been our livelihood. Just because you don't agree with what I say or what I do it doesn't mean that we're not all fighting for the same thing. I have right to vote the way I want, they have a right to vote the way they do. It's nothing against anybody but we all have to stick together if we're going to keep Beecher open. I went to Lansing with Dr. Talison on and I sat there and I heard what those people said. If we didn't get it right and if we don't get it to them, they're going to come in here and take over our school district. We did the best that we knew to do and the best we could figure out. Dr. Talison did goof because he asked each unit to come up with something. It's not what we brought, it's what they brought to us. We didn't make these things, they made them, the custodians, maintenance, and secretaries, everybody was asked, so they brought everything to us. We agreed with what they said because we're a family and we're trying to do right, we're going to give y'all what you want, you have to give it to us. Whatever is going on, just think about it, we are a family and we're going to stay that way.

Mrs. Loper and Ms. Jackson discussed the following: Jackson State University alumni, Mrs. Georgia McCall, Representative, are having a dinner to honor Mose Lacy. They have tickets available. Everyone is very fond of Mr. Lacy. If you would like to be a part of that, please let me know. The comments that were made were very true. We do have some tough decisions and we ask that you stick with us because we are doing the very best that we can do in spite of the circumstances that have been presented to us; as far as the state is concerned, when was our deadline? We have to have everything in by February 8th. We had to have everything here so that we can vote on it and turn it in by February 8th; what was supposed to happen on the first? We had to have all of the information so that it could be ready for the packet and the other component was we wanted to actualize those savings by the first; I thought everything had to be done on the first; we wanted to have the savings start of February 1, then we wanted to have everything ready so that we could vote on February 3 so that we could turn everything in on February 8th; none of our papers ever said it had to be in to the state by February 1st? What was said is that we wanted to have the actualized savings start of February 1. If there was papers that said February 1, that was when we wanted to implement the changes that we made.

I. Public Comments

Public Comments were received from:

Roshawnda Williams, Parent – Dr. Talison the last time I spoke, I misspoke when I was speaking to you. I was trying to say why are we still trusting GISD not saying you were incompetent or not doing your job. The third party was on them because their numbers never add up and they keep screwing us over and I want to apologize to you for that; I

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have problem with the decisions y'all made. I can honestly say I love Courtney Hawkins and I have no issues with him. He is good for me and mine but I have a problem with him being a full time director for sports for whatever y'all reason was, but the safety of my kids in the school building get cut down to part time for 15 hours a week. My kids safety is only due for 15 hours per week but you have a full time athletics director, I don't understand where you're coming from with that. We're losing teachers, we've lost a teacher and I understand that the state made you make these types of cuts, but what I don't understand is what you're keeping away from the kids. They lost a teacher and that is affecting the kids. I am frustrated with each and every one of y'all because at the end of the day, everything that you're doing, you don't have to live with it. Your kids aren't affected by it. This is not going to stop, because you're going to have to make more cuts down the road to save the district. Y'all care more about him feeding his kids everyday than the nourishment of education that my kids need for the rest of their lives. I don't have a personal problem with him. I have a personal problem with each one of y'all with that decision. I don't know if cutting him to part time would save money to save a teacher or anything, I don't know but what I do know is there's no way he is more important than Mr. (Jacob) Hawkins who opens and closes and worries about the safety of what's going in those buildings with my kids. You have to make that make sense to me. Why is his job more important that you have to cut his job to 15 hours; Dr. Talison I heard what you said to me the other day that you don't want me to tell the high school not to come to school on count day. Everybody is telling me not to do that because I can, and that it wouldn't be right. I said I was going to have a boycott on count day because it doesn't make sense to keep giving the school board money and they don't know what to do with it. Let the state come in and do the job that nobody seems to be doing right in the first place. Convince me why I shouldn't and it shouldn't go that way, or why I shouldn't be angry.

Bobbi Rogers, Grandparent – My grandson and a teacher had a confrontation the other day and she supposed to have pulled and pushed him and my daughter and the teacher had some problems. When I checked and did an investigation, I found out she did this before at another school, at Tucker. My problem is if the teacher done these kinds of things before, why is she allowed to come to another school to teach other kids? I don't understand that. Today he went to Tucker because they didn't have any more fourth grade teachers at Dailey and she had 39 students in the class. How is my child supposed to learn from that and I want the board to tell me. At Tucker they had a fight and the police were everywhere. My grandson is 9 years old and he said a student asked him if he wanted to buy some "lean." He had a meeting with the principal and maybe a 3rd grade teacher can teach him. She's not being reprimanded. What's going on with the situation? The child shouldn't have to leave his 4th grade class for nobody. I've been in this school district for 40 years and I'm an advocate for any child. My granddaughter was the valedictorian for 2014, my 7th grade grandson transferred to Carmen-Ainsworth and is a 4.0 student, this child has four A's and two B's, not a problem child evidentially if he has those type of grades, so what's wrong with the teacher? You said you do background checks so you should have known she had a problem at the other school. You're not looking at the applications. I don't want this to ever happen to another child. I am talking on behalf of the children and I am very angry and I'm made with the district. If it

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was my way, I wouldn't give you a dime of my tax money today because I think it's unfair what you have to go through. You don't have another 4th grade class for him to go to so what is he supposed to do, go to a 5th grade class? He's not going to learn anything because he's in the middle of 4th grade work. You're trying to work it out with me, that's your job, you're supposed to know about his education and I wanted the board to know what's going on.

Tammy Denson, Secretary – I believe the secretaries were treated very unfairly. We were asked to come up with a savings of \$82,000. Some of the board members have said if they don't know there's nothing they can do. We tried to make you aware of the circumstances behind what we had to do. We asked for another targeted amount. We came up with some savings. They cut another whole secretary position. We were willing to give up other things and we had it all written out on a spreadsheet and the board was given that spreadsheet and you saw the numbers. They didn't add up. We would've had to give up a 16% pay cut, this is just 5 secretaries. We would've had to give up longevity, which for some of us is 15%, that's 31% not to mention we would've had to go to the 80/20 insurance where they would've taken money out of our check for that. We were asked to give up too much, not that we weren't willing to, but we just couldn't do it and you all saw the numbers but that didn't seem to make a difference and you guys say you're hurt, but you're not the ones who has lost your job of 28 years. You're not the one who has had to give up your insurance and I just want you all to think about what's been done. We asked for a new target amount to see if we could come up with that and we were told there was none that we 5 secretaries had to come up with a savings of \$82,000. Do you really think that was fair to the secretaries? Dr. Talison I know it was your choice to offer us benefits, sick days, vacation days, and we appreciate the fact that you did that. To the board, to expect a person that has the experience and expertise to come in and still work for the district and provide quality service for you after having been treated the way that we've been treated, I just want you to think about that.

Alshondra Smith, Parent – I am very emotional. Don't pass my child, teach my child. Why are we getting rid of teachers? My daughter is in 3rd grade and they're doing division now and it breaks my heart and these 3rd graders don't know what they're doing. This should've been taught last year. You keep talking about cutting these teachers, we need teachers. It's a whole classroom that doesn't know division. I'm only one parent in there but I'm seeing these kids trying to learn this, something that we expect them to know now. This should've been going on and we can't keep talking about cutting teachers because right now, our kids are hurting. Don't pass mine, teach mine.

Larry Banks, Parent – I have children in every building. I've talked to the principal, I've talked to the teachers and I'm also a soldier and I know what it's like to be on life or death and these children are life and death. Today, it became life and death for several students in the Beecher area and all of the police officers in the district had to respond to it. It involved the 7th and 8th graders. I've been in the classroom with these kids and they do respond to responsible teachers, but I'm seeing more of an epidemic of teachers being demoralized or over compassionate. If you know a child is homeless, get them the proper help and quit side-stepping the laws that are there to help them. When you side-

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step it, they spend most of their time not on instructing, but on discipline issues, not sending referrals, not keeping track. I want to keep my son in the district, but I know he is not getting a fair chance to get instruction. You have unruly students and an over compassionate teacher leading the headway. There are so many things going on every day. The teachers have good hearts and they try their best, but they need encouragement and the positive support. I volunteer where I can. I would like to see on this board at every other meeting that we re-evaluate have we progressed on the tests, ACT, SAT, when they go to the next level, if it has worked, etc. I don't see the numbers to back up if our students are progressing. I want to see percentages. That is my concern as a parent.

Deatrius Burks – I am a Buc alumni as well. I brought my boys back out here because I had hope for the district, to give the children hope, but the way things are going they don't have hope anymore because you haven't given them hope. We have let so many good teachers go, but the ones we go to the bottom of the barrel and get, they can leave. De-weed the bad seeds and the rest will flourish in any area out here. To let more teachers go is going to hurt because we're already over capacitated in these classrooms. We don't have teacher aides. What more can you ask for but spending time on discipline because a lot of parents don't discipline theirs so it takes the teacher to do it. If the teachers don't have back-up with the principals, that's a problem as well. If they don't know they have the help of the board as well, where can they go, where can we go to advocate for our children? We come to you because we need your help. The finance department, I heard someone say they want to see numbers. It's going to this persons and that person, who's on the board going to help Dr. Talison to make sure all the numbers add up? Stop pointing fingers unless you're going to be a part of the solution, don't be a part of the problem; the snow issue, you can say that out here but at Beecher, when I have to go get the shovel to shovel stairs, sidewalks because the custodian is not doing it, that's a problem when I'm throwing out salt, I have a problem with that. When I'm cleaning the gym, pouring water down the sewer hole to get rid of the stench, I have a problem with that. At that particular time, where is the maintenance? Go find them and go figure. I had seen her trying to push the snow. As far as the finance goes, someone on the board help them. If you have it, do it instead of pointing fingers. That's the problem no one wants to be responsible for their own of what they did or did not do. Man up, sit down and shut the hell up if not. Don't be a part of the problem.

Anthony Murphy, Custodian – Francine Edwards used to say and she used to love this district just as much as we love it and we do have problems, but she used to say it takes a village to raise a child. That's who we are. We have to raise kids. It isn't just the principal. I'm a custodian and if I see a child doing something wrong, I have to speak out, a parent must to speak out. We have to help each other, support each other, and stop hurting each other. I did the chess team for Beecher. The kids thrived, they loved it, we did good and we won trophies. Our kids can do it but we just have to figure better ways of doing things and we have to bring our kids back home. I see more kids getting on buses everyday going other places. This is a very good district and we know this, but we have to find a way to let everybody know that we have the confidence in ourselves to bring these kids back to this district and maybe we can get some of theirs. We might have to work with MTA to have buses go out to other places that we've never ventured to

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and bring these kids back. We are also going to need new resources because if we get any kids from Flint, we may have problems with some of them because we have problems with kids out in Beecher, but the good things about it is we know each other because they're our brothers, cousins, sisters, etc., We must work together because and we're never going to give up because I know I'm not and I know you all are not. I think we have a very good board. I like the diversity in it. Everybody don't agree with each other and y'all should never agree with everything because that means y'all are in cahoots and have come up with something. We all are going to think different and that's a good thing. I would like to thank you for being on the board and doing the best job you can because that's what you're supposed to do.

Mrs. Rankins – This is the first time in a long time that we've had these kinds of complaints and feelings since the incident (Buell Elementary), and that's the only time everybody came together. It's like being in church, we don't see or hear anything until somebody makes a mistake then everybody comes. Each board member has their own personality. Each board member has to make their own mind up about everything. I'm not against nobody. I'm here to keep Beecher Beecher, not move up to Flint or to Mt. Morris. We appreciate what you're saying because a lot of stuff that was brought out tonight, I haven't heard about it before. Be careful what you say because if Beecher goes down, whose fault is it when your neighbor next door has three kids going to the charter school with all the money? It's the money that counts, it's not the policies, it's how many kids we can get back into Beecher. Each kids brings a total with them and every time you see one of them get on the bus going a different way, we're losing money and when we lose money, the state does not care. You have to fill the bill or move out. Think about while you're pointing fingers at each one of us. We have a job to do because we were elected to do it. We can't go by and say we want this or we want that; it's not what we want it's what the state says we're going to do and that is the end of it. Be patient and stand with us. When we holler Beecher come forward, I want to see how many people come back and stand with us.

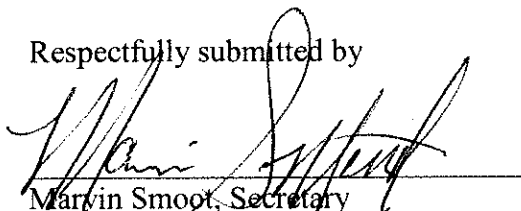
J. Adjournment

Motioned by Mr. Mays supported by Mr. Smoot to adjourn the regular board meeting at 7:39 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

3/2/2016
Date Approved

Minutes taken by Terrie A. Seltzer