

## **Beecher Community School District**

A special meeting of the Beecher Board of Education was held on August 31, 2016 in the Coates Administration Building Board Room, 1020 W. Coldwater Road, Flint, MI 48505 and was called to order at 5:30 PM by Board President, Michele Loper.

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

Mrs. Loper asked Board members and audience for a moment of silence in memory of Mrs. Chauncey Rogers, mother of Jolene Townsend, Dailey Elementary Teacher, who passed away on Monday, August 8, 2016; Mr. Willie Mosby, former custodian and crossing guard, who passed away on Saturday, August 6, 2016; Denean Washington, former student, who passed away on Saturday, August 13, 2016; Rico Fleming, former Beecher student, who passed away on Sunday, August 14, 2016; Mrs. Rosie Mays, mother of Reginald Mays, Beecher Board of Education Treasurer, who passed away on Monday, August 22, 2016; and Brenda Gibson-Clark, former Beecher student, who passed away on Sunday, August 7, 2016.

### **New Business**

#### **A. Public comments on agenda items only**

None

#### **B. Business from Central Office/Informational Items – Dr. Talison, Superintendent**

- Motioned by Ms. Jackson supported by Mr. Smoot to hire Salina Gill-Bowie for the position of Music Teacher at Dailey Elementary. All clearances have been met and are on file in the Personnel Office.

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 hire Emily Chapman for the position of Music Teacher (Part Time) at Tucker Middle School. All clearances have been met and are on file in the Personnel Office.

*(Discussion ensued from Ms. Jackson and Dr. Talison regarding: how many days per week will it be; 5 days; what is the part time; she will go to the second part of the middle school for the 5<sup>th</sup>, 6<sup>th</sup>, and 7<sup>th</sup> hour of the schedule; what times; I would have to get the specific times.)*

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 rescind the motion made at the May 4, 2016 Regular Board Meeting to accept the letter of resignation for the purpose of retirement from Catherine Ouellette, Title I Elementary School Academic Interventionist at Dailey Elementary, effective Sunday, July 31, 2016.

## Beecher Community School District

*(Discussion by Mrs. Rankins regarding: the superintendent should send out a message to staff that whenever we have voted and sealed it, unless there is an absolute necessary change, we are not supposed to do that when it comes down to retirement. She should have known in advance what her date is. Inform everyone once it comes to the board about their retirement date, that it is a done deal.)*

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. Smoot to accept the letter of resignation for the purpose of retirement from Catherine Ouellette, Title I Elementary School Academic Interventionist at Dailey Elementary, effective Thursday, June 30, 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.**

- Motioned by Ms. Jackson supported by Mr. Mays to hire Jillian Gourwitz for the position of Director of Special Education/Student Hearing Officer (Part Time). All clearances have been met and are on file in the Personnel Office.

*(Discussion ensued between Mrs. Rankins, Dr. Talison, Mr. Smoot, and Ms. Jackson, regarding: Is it two days per week; it will be 5 days per week with a flex schedule due to student hearings with no more than 25 hours per week; will she be here just for student hearings; no, she will be the Director of Special Education and student hearings; we have been having issues with special education because we didn't have a director, what does she bring to the table to make sure we get these things in order; she brings a plethora of experience, she is a college professor in regards to the laws regarding special education caseloads, she would be a benefit to the district as a whole because she is an expert on retention intervention, and during the interview we brought up things that we have been sited on, she is very organized and how she would handle staff regarding this; I would like to see every quarter that the special education needs kids are getting special attention with a report on where she's going and how the staff are maintain that we do well in that area. Even though she's part time is she here for the long-haul; we ask the question and she's moving back for her family; is she coming out of retirement; no, it fits her schedule because she is an online professor; even with Mrs. Turner here her expertise was excellent and to say that someone is going to be more qualified, I don't think so. Mrs. Turner did know what she was doing; who is the secretary in special education; no one right now; who's putting the packets together; we are doing it as a group, Mrs. Seltzer, the building principal, Ms. Fields, and Mrs. Brandon because we have not had a secretary in that position since June; it may be too many hands in the pot because we're not getting all of the information and there were things missing; I have asked Mrs. Turner to see if she would voluntarily transition with Ms. Gourwitz.)*

All present voted yes on roll call vote (Mr. Mays, Ms. Larry, Ms. Jackson, Mr.

## Beecher Community School District

Smoot, Mrs. Rankins, Ms. Watson, and Mrs. Loper).

**Motion carried.**

### C. Field Trip Approval

#### 1) BHS-GEAR UP

Motioned by Ms. Jackson supported by Mr. Mays to approve the 12<sup>th</sup> grade GEAR UP field trip to Nashville, TN for the Southern College Tour departing on Thursday, September 15, 2016 at 2:45 AM and returning on Saturday, September 17, 2016 at approximately 7:30 PM. A tentative roster is attached with the final roster to be on file prior to departure.

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. Committee Reports

#### 1) Committee #1/Student Hearing Results 8/4/16 – 5:30 PM (Ms. Jackson, Chairperson)

Case #15-19 was reinstated to Tucker Middle School effective Wednesday, August 10, 2016; and Case #16-01 was expelled for 45 days and will receive F.A.P.E. effective Friday, August 5, 2016. This case was not a unanimous vote, it was 2-1.

#### 2) Committee #2/Student Hearing Results 8/15/16 – 5:30 PM (Mrs. Rankins, Chairperson)

Case #15-17 was reinstated to Beecher High School effective Tuesday, August 16, 2016.

#### 3) Working Committee Meeting of the Whole 8/17/16 – 5:30 PM (Mrs. Loper, Chairperson)

The committee discussed the U of M/Teen Health Clinic; Sale of Property; Outsourcing Hiring Procedures; Procedures Review; Lunch Monitors; School Reform Office Update; and the Deficit Elimination/Finance Committee.

- Motioned by Mr. Smoot supported by Ms. Watson to approve the Student Health Services Agreement contract between the Beecher Community School District and the Regents of the University of Michigan, a Michigan Constitutional Corporation on behalf of its Health System.

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 Ms. Watson supported by Mr. Smoot to approve the sale of Parcel #11-19-551118 for \$100 to Juanita Dumas with the purchaser to pay all closing costs.

*(Discussion ensued from Mrs. Rankins, Mrs. Loper, Ms. Larry, and Ms. Jackson regarding: The property was appraised at over \$2,000 and we*

## Beecher Community School District

*previously sold land for over \$1,000 for the same size. You said we would talk about it at the working committee, but we didn't. Why are we charging only \$100 for this land; we sold someone else land for \$100. The young lady gave us a presentation of what she wanted to do with the land. The vote has not gone through and this is the amount she asked to pay. If the vote doesn't go through, she will not get it for that amount. We have had people offer to buy land before and we said no, but we wound up paying to have it torn down. We have to be mindful of the upkeep of the land that we have. You can vote it up or vote it down; we had an appraiser to appraise all of the land. We need to ask for at least \$500; maybe she will counteroffer with a different price; we can't compare land to land because of the size and there was a school on one land. We are in a deficit and we need to get all of the money we can. They are asking for a piece of land and not an acre; I would not be willing to sell a piece of land for \$100 because I know what my property taxes are and there is nothing when owning a home that is going to cost \$100 as far as the property. \$100 is not going to help this district.)*

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

### **Motion failed.**

- Motioned by Ms. Watson 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.

*(Discussion ensued from Ms. Jackson, Mrs. Loper, Ms. Larry, Mrs. Rankins, and Mr. Mays regarding: what does the process consist of; Auxilio, Sodexo, and PESG do the hiring. They send us the employees. If the employees do not work out for whatever reason or are unsatisfactory, we follow the process to have them removed, which each company gave us in writing. The hiring is done by them and no one in Beecher is involved in hiring because there were concerns that Beecher was looking out for employees. If a person is sent to us, they are sent to us by the company; who will make the final decision for the person to be removed; it depends on who their supervisor is and the company they work for; it is only going to be the company that is doing this; it is only going to be the company that is doing the hiring and the placing and it will be the person's they designate to be the contact person if a person is not working out and the process; how can we have someone report to work on Tuesday and we haven't voted on this; I don't know who's reporting on Tuesday; if the motion fails and the person was told to start working on Tuesday, then what; if the motion fails, the company will not have that right; that person should never have been told to start working on Tuesday until the motion is passed. What if we changed our mind and the motion doesn't pass and you've already told that person to show up on Tuesday. That is wrong; I was not aware of anyone being told to show up; how are we as a board, remove a secretary from a position that was keeping up so much stuff at Tucker and you turn around and choose to put her at the high school. What*

## Beecher Community School District

*are we telling our district; we are trying to make sure the process is fair that is why we have the motion on the table. If the motion fails, the company will have to let that person know not to show up; the person should not have been told anything until after our meeting tonight; we are not the ones to do the calling, it is the company. If this motion carries, Dr. Talison or Mrs. Seltzer will call the company tomorrow to let them know they have all rights to do the hiring, if the motion carries; this needs to stop. You shouldn't tell anyone they have the job until after we make the motion; we are trying to put things in place so that we can prevent things not being handled and carried out correctly; the board gave Dr. Talison to remove the person keeping up the mess at Tucker; the board did not give him that directive and I will not co-sign that we did this; we need to eliminate Sodexo from this list because they do their own hiring. We want to give PESG everything. We may want to think about this because we need to keep some of the things ourselves. I am not in favor of turning everything over to PESG; Sodexo is doing exactly what we want these other two companies to do which is doing their own hiring; I spoke at the podium because the posting was up one day and someone was hired before the posting was up and that is what I was upset about; I said at that meeting that everything would be on hold with that position until we had everything clarified because the process was not done correctly; we need to think about what's going through personnel and if we need to have it open 6-8 hours, cut it in half or get rid of it. There are other investigations that need to take place before we vote on this; why don't we just table this until we can discuss it further. Everyone needs to clarify and I don't want to have this discussion again but there are concerns; we spent almost 2 hours discussing this and we had the people here to discuss it; the companies were here and they did explain the process but it was still not done right. Everything needs to be done correct and in order. A discussion needs to be had about the person that's getting all of this mess and confusion started.)*

Motioned by Ms. Jackson supported by Ms. Larry to table the aforementioned motion until further discussion.

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

**Motion carried.**

- Motioned by Ms. Watson supported by Mr. Smoot to reduce the crossing guards from 4 hours/day to 2.5 hours/day.

*(Discussion ensued from Mrs. Rankins, Dr. Talison, Ms. Jackson, Mrs. Loper, and Ms. Larry regarding: the times the security guards will start and end; their exact hours; the kids who leave early to get to school if there will be a security guard there to assist them; if the students have to sit outside until the doors of the school are open and the times the buses are picking kids up and dropping them off and the difference the time change will make to parents.)*

## 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.**

- Motioned by Ms. Watson supported by Mr. Smoot to approve the deficit elimination plan/finance committee to be appointed by the Board President

*(Discussion ensued from Mrs. Rankins, Mrs. Loper, Mr. Mays, and Ms. Jackson regarding: this is two separate motions and should be stated as two; it is one motion that the board has to give me authority to create; if the finance committee is here to give us a report; this is just to develop the committee per the discussion we had with Mr. Bishop. The committee will consist of, if the motion is approved, will be Mr. Mays, Ms. Jackson, and Mr. Smoot; we are not voting on the deficit elimination plan. This is just to give the authority for the president to appoint the committee; you do not need both of these on here. These are two different things. The committee will bring the information back to the board to vote on it.)*

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

**Motion carried.**

Mrs. Loper stated the Finance Committee will be Mr. Mays, Chairperson; Ms. Jackson; and Mr. Smoot.

- Motioned by Mr. Mays supported by Mr. Smoot to approve the 2016-2017 budget amendment.

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.**

#### **4) Committee #3/Student Hearing Results 8/25/16 – 5:30 PM (Ms. Larry, Chairperson)**

Case #16-02 was expelled for 90 days and will receive F.A.P.E. services effective Friday, August 26, 2016; and in Case #16-03, the committee voted to have the student's previous suspension counted as time served.

#### **E. Public Comments**

*Public Comments were received from:*

**Nerita Adams-Spillers, Early Head Start Program Manager** – We are mandated to include parents in our hiring process. When you are coming up with your decisions, I don't want to ask for something separate, but we have to have parents involved because

**Beecher Community School District**

when we report to the Federal government, we have to state who was on the interview team and other things that are mandated.

**Dr. Jillian Gourwitz** – I am excited and thankful to be working with Beecher, the parents, teachers, students and community. I thank you and look forward to starting.

**Salina Gill-Bowie** – I will be teaching at Dailey, K-4 and I am happy to be back in the district.

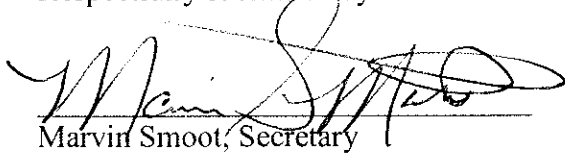
**F. Adjournment**

Motioned by Mr. Mays supported by Mr. Smoot to adjourn the special board meeting at 6:41 PM.

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

**Motion carried.**

Respectfully submitted by

  
Marvin Smoot, Secretary

Beecher Board of Education

9/2/2016  
Date Approved

Minutes taken by Terrie A. Seltzer