

**MINUTES SPECIAL MEETING OF THE BOARD OF EDUCATION
AUGUST 26, 2010**

Special meeting of the Hale Area Schools Board of Education called to order by Brandt at 6:07 p.m.

Roll Call: Present – Members: Brandt, Braun, Cryderman, Heuss, McKulsky, Shellenbarger
Absent-Members: Benedict

Guests in Attendance: 17

Additions/deletions/corrections to the agenda: Section V, Item B.-Recommendation for Jordan Barclay to fill the social studies position to fulfill the 9-12 schedule.

Visitor Comments: none

Board Comments: Cryderman-Iosco County Project Connect will be packing backpacks on Tuesday for Hale, W-P, Tawas and Oscoda with each district receiving 20 bags. Brandt-attended four MASB courses. One was on Superintendent selection with regard to agencies, etc. Another class was on overcoming obstacles and moving forward. Focused on networking with other districts. Courses on strategic planning and goal setting and shift happens had good tips and were very productive. Mr. Benedict has turned in his letter of resignation effective immediately. This will be the meeting room (at former high school) for this year for regular meetings and work studies. Regular meetings will have a microphone and podium with the opportunity to speak; formalizing the meetings to be more productive throughout the school year. Purpose of this meeting is the receipt of resignation from K-12 principal, Mr. LaCavara; options will be discussed. Please keep comments to the end.

Nomination by Cryderman, supported by Shellenbarger to accept the resignation of Mr. Vincent LaCavera as the K-12 Principal. Discussion: McKulsky-are we sure we want to accept resignation? Can't we hold him to his contract? Provoast-do we want to hold someone to their contract if they don't want to be here? Motion Carried (5 Yes, 1 No-McKulsky).

Motion McKulsky, supported by Braun to approve Jordan Barclay on the recommendation for the social studies position. Motion Carried (6-Yes, 0 No).

Provoast-Thanked the Board for holding the meeting. Presentation on five scenarios for the Board to consider with regard to the position vacancy.

Scenario #1-Recall laid off high school principal and reassign to K-12 position, Balance of 200 days on school year beginning 9/7/10. Totaling \$90,583.77.

Scenario #2-Contracting principal with PCMI. Contracting agency that employs retired educators that are available on a short term basis. Kim Bader provided similar information than last year. Rates vary from \$250-400 per diem-\$50,000 to \$100,000 with additional cost of 16%

to PCMI for FICA and administrative fees with a total of \$58,000 to \$116,000. It is based on district and negotiation of principal.

Scenario #3-Investing in our own. Internal appointment as a K-12 principal. Balance teacher days with an additional 23 days; not be a band-aid approach, dig your heals and do the job. Note: all evaluations are required this year, this includes all duties that would encompass the principal responsibilities. June 4th and beyond to June 30th would be the extra 23 days. Contacted all qualified individuals. Reluctant to have responses and appreciated that. It would be staff meetings, not just 8 a.m. to 3 p.m. Using the MA, we do have a couple people on a specialist. I did give you a copy and indicated where those individuals are placed. The average rate per diem used was \$325 per diem. Like to sidebar and talk about the position and framework for 2010-11, especially with my departure in 10 months. With the curriculum piece, it has been an area of weakness. We have done great in groups; the area of deficit has been pulling that together with a K-12 alignment. Monthly curriculum meetings were able to establish a network of opportunities and accomplish and utilize consultants. Dr. Caldwell extended opportunities to us with BAISD for general education services. We mapped out all of our inventory as far as content areas, rotation schedule, what we found was that the teachers wanted to meet in content areas K-12. Happy to report that we are on board with BAISD. Monday we start curriculum audits. Opportunity with six early dismissals to tag staff meetings for a two hour session. Covered by teachers and consultants working in their specialty area. Can't think of a better opportunity to do that now that we are in one building. We have reached out to the right resources to move forward in that area. Any questions?

Scenario #4-Beginning a K-12 search. Looking at 30 days out and we still have to have coverage at the beginning. There would also be costs associated with a temporary principal. Either internal or PCMI for an additional \$9,000.

Scenario #5-Had discussion with a previous administrator who filled in last year on an interim basis. Willing to help us out until Thanksgiving. Cost \$250 per diem or \$300 to complete evaluations, professional development, staff meetings. Cost \$18,000 to 21,000 plus additional personnel costs related to the days remaining, November 30th to June 30th. Provoast also provided the Board with profile criteria established in 2006 and 2009 from the principal selection committee. We did have many staff and community members sit on a committee in 2006. The focus groups and feedback from community and business leaders.

Brandt-we have five scenarios. Before we discuss, would like to ask Mrs. Provoast which scenario would be a better fit. Of the five options that you researched, is there one that you thought was a better fit at this time for a direction to pursue? Provoast-yes, thank you for asking for my input. Recommendation for scenario #3 with the K-12 alignment and transformation. I say that with a positive outlook. Thank you to the staff who have stepped up. People that are very passionate for Hale Area Schools and need to be given an opportunity. I am grateful for the opportunity I had. The staff knows what is needed. We are dismissing our own if we go the other way; stability is important. I am leaving after 22 years in the system. I recommend the Board support Scenario #3 and give someone an opportunity within. What we have built here, are characteristics within our own people. How will they ever know if they can do the job if they are not given the opportunity? I do admire the Board for holding this meeting. I was not looking

forward to my “last” first meeting with staff and not being able to give them direction with the principal position.

Brandt-open the table with pluses or minuses of scenarios. Would like board input and feelings. Shellenbarger-with 2 internal candidates, would there be interviews? Provoast-yes. Shellenbarger-would we have a different set of interview questions from previous interviews? Provoast-yes.

Braun-I have scenario #6 which is not thinking outside the box because we have talked about it over the past year. We know 10 months from now that Rhonda is not going to be here. Rhonda is the most knowledgeable administrator that we have had and she understands students, staff, evaluations and we have all felt on numerous occasions that Rhonda would make an excellent building administrator. That scenario needs serious discussion. Bringing someone internally or external with all of the evaluations that have to be done would be difficult. She has the ability to get that done. Provoast-current contract is for superintendent of schools. Thank you for the consideration, but my departure from the district is effective for 06/30/2011. My commitment to Hale Schools is 150% in the capacity as superintendent of schools; need to focus on the central office transition and mentoring new principal. Developed scenarios for the board to review and profiles are important to consider in the process as the district moves forward. As Mr. Brandt indicated earlier, the whole process of being educated on my search is to start that process as early as possible as well as the opportunity to transition for a week or two weeks before I leave. I think that is important. Like I said on 8/3/10, this is happening and I want to be positive and graceful. Cryderman-MASB suggests now is not the time to search for a superintendent because the pool is going to be very small. Braun-I understand that. Brandt-we didn't ask if we search right now, but we did ask if the pools are available that the pools are already diminished. I did ask if we were out of line to start this process in January and the reply was that January would be the best time. I want to be clear that we did not have knowledge of this resignation on Friday, but it was information offered to us as a group at this meeting. McKulsky-I had similar thoughts that you would be a better fit for a principal and thought that it would be a good scenario for our school system as taking #1 for our district. Brandt-in an administrator contract, we have the ability to reassign to any other administrator position as long as the salary is the same? Are you saying this cannot be done because it is a superintendent contract? Provoast-Yes. Any other comments on scenario #6? Shellenbarger-that was the first thing I thought of when I was notified. If she has a contract, we have to fulfill her contract. It appears to me that it isn't what she wants to do or she would have put that down as a scenario. Brandt-I agree.

Other comments? Cryderman-why have you changed your mind when in March you agreed to do the principal job? Provoast-reassessment of my PhD program and position. Cryderman-do you have any plan to leave the district before June? Provoast-I have made a commitment to this district and I will not jeopardize my integrity. Cryderman-you have 100% commitment to this district until June 2011. Provoast-yes! Brandt-Didn't think that the beginning of the school year would be a good time to search for a superintendent, especially with the transition. Also difficult to bring an unknown principal up to speed. If Provoast agreed to reassign, it would be very difficult. I had given that potential scenario thought, but thought it would be more of an end of contract opportunity. We can't waste a half a school year to bring a person up to speed. Didn't have that idea at the front end.

Brandt-is there something out there that is a valid option in 1,2, 4 or 5 that would make a better option than scenario #3? Cryderman, not in favor of #2 because of what we heard in our class and different things with PCMI and their pool. McKulsky-if we did go with #3, would it be a one year trial? Brandt-states interim. McKulsky-would they have the opportunity to go back into their classroom? Brandt-would be negotiated with superintendent and presented to the Board. Shellenbarger-are we looking for a decision tonight? Brandt-I would like to have a direction walking out of here tonight, we owe it to our staff. With scenarios presented, there will not be a name when we walk out of here, but I feel they will be confident with a direction when we leave tonight. Brandt-on #3, if that is the scenario that the board decides to entertain, I would ask that there is strong consensus with that. Scenario 3 is only an option if we can get behind it together and move forward together. Cryderman-only 2 of the 6 are interested. Why? Provoast-there is a lot of excitement with new assignments this year. There wasn't anything negative, just happy where they are. It wasn't because of salary? Provoast-I prefaced it with salary to be negotiated. McKulsky-anybody else looking at any of the other scenarios? Brandt-problem with the other scenarios is that virtually all of them are bringing someone in that is unknown. With the revolving door with the K-12 alignment and changes, I don't feel that it is in the best interest of our school. We are bringing in someone unknown to perform evaluations. It can be unbiased, but these people have worked together. Scenario 5 looks like a band-aid because that person has indicated he will not stay for the entire school year. Brandt-not willing to go with the unknown and we have to learn from what we have done. This is an opportunity. We need to be fair with staff and kids. If it doesn't work, we have the opportunity to post at the end of the school year. The word interim is an important word with scenario #3. Provoast-with every conversation I held with every candidate, each extended a hand to offer to help even if they are not interested in the position, they are offering to help. Brandt-what are the reasons that scenario #3 is not an option? Braun-I guess by nobody saying anything, there is no reason it is not an option. Cryderman-I feel it is the best option. Both candidates have invested here and have been here a long time. I feel they should have the opportunity. It gives them a chance. They have accountability here. McKulsky-I have had 4 faculty members call me with support of one of the candidates. Shellenbarger-with scenario #3, at least they are rooted here. That is very important to me of late. I am tired of the revolving door with principals. If that is Mrs. Provoast's recommendation, I would like to support her. Provoast-I am very honored and not knowing in March what I know now in terms of 2/3's of my office change over, I have made a commitment of seeing these two new people through and I am committed 150% until June 30th. I will not let you down. Shellenbarger-one of my concerns is that with the 2 candidates being well known with their colleagues, is the ability to bring these people to task because it is their colleagues. It is a concern of mine. Brandt-so noted. Shellenbarger-I am not opposed to scenario #3. McKulsky-I think we need to get underway with interviews. Braun-I'm good. Cryderman-I am very comfortable with scenario #3. Shellenbarger-when would interviews take place? Are we going to have this person on board by Sept. 7th? Cryderman-then we would have to replace one of them. Provoast-yes and we still have one person on layoff. We would have to see how that would pan out with qualifications. Provoast-Mrs. Reilly pulled a report for me on employee attendance and one of the discussions Mr. Brandt had with another school district was when not employing a teacher, could utilize that individual at a rate of \$20 more a day than a sub to perform math interventions which was their specialty. Roseville School District does this. They utilized a grant to pay for that at the time. Provoast-thought that was a creative way. Brandt-

everyone seems comfortable with option #3. Sarah-are you comfortable with option 3? Heuss-yes.

Provoast-does the Board want to be utilized for this process or utilize interview committees? Brandt-when we interviewed for internal, it was the board. When we did external we used committee. Shellenbarger-I think we need community members on the committee. Braun-I don't think we should involve community, I think we have been elected by voters to fulfill the duty. Cryderman-can we have an internal committee comprised of staff and use the same one with both interviews? Brandt-I disagree because they would be interviewing in front of colleagues and it would put their colleagues in a very difficult position. McKulsky-I think we should bring the candidates before the Board, bring Benedict back if the board so chooses. Braun-I agree. Brandt-that would be the discretion of the board and we will cross that bridge if we have to. I am in agreement with Mr. Braun and we have been elected to serve the community. In the hire of 2006, those candidates also appeared before the Board and it was the Board that chose those candidates. I am for staying consistent with that. McKulsky-need to set dates and times. Provoast-look at scheduling interviews Wednesday, September 1st. Special Meeting on Wednesday @ 6:00 p.m. Shellenbarger-we can't do it any earlier? Heuss-no. Brandt-we will know on Monday how many questions and the timeframe of interviews. Brandt-anything else?

Provoast-couple updates. Cyber School training going well. Barclay, Heydon, Donze, Goodman, Brandt, at Cyber School training and it is awesome. Advertising with WKJC. Olga-connected with her at MASB conferences last weekend. She is going to start with survey for staff on Monday. It will be on creating and working towards our strategic plan, vision, mission and such. Communicating via email.

Mr. Barclay will be teaching two periods per day, Economics/Government and US History, along with Mr. Robelli and it will help alleviate the assignment and work together on lesson plans and such.

Final comments-Ryan Parkinson-comment on question Mrs. Cryderman asked about why we have turned over so many principals; they were never invested when they got here; they didn't live here and never invested here. According to school board bylaws, what happens in the event of a split vote. Braun-need 4. Parkinson-Last time you did interviews before the board, part of the reason they did not come before the board with externals, the board is responsible for the Superintendent. Why are you doing a full board interview when you have gotten away from that with the level of hierarchy? If it does come back to the board for interviews, how are you going to utilize the Superintendent for a recommendation? Brandt-I think those are all good questions and you make come good points. There may be more discussion.

Kesler-I agree with Ryan. Provoast is the boss. She should do the hiring and recommendations. That is her job. Kesler to Heuss-Told her son is going to Ogemaw Heights. Are you setting precedence if your child is not good enough for this school and you are taking \$7,000 out of this district? Heuss-it has been a discussion going on for three years within our family. He isn't happy here. It has absolutely nothing to do with moving to a K-12 building. My son doesn't want to be here. It is for my son's best interest. Kesler-do we need a principal to start school or

can we run temporarily without one? Provoast-Yes. Kesler-How do you feel about more volunteer parents, grandparents on the playground? Would teachers want it? Yes. Barnes-we do have a volunteer program but don't have the reliability of them staying. Kesler-what if I round them up? Barnes-bring them in. Kesler-some have signed up, but have never been called. Lauria-we have a form for all new enrollments. Kesler-I like to get the budget and the financial report. We received letters that we were no longer going to receive that by snail mail. Can I get the budget? You may pick those up.

Reilly-Robelli did go to Ms. VanThomme to get shirts made. They are \$25 for sweatshirt, \$15 for t-shirts and also t-shirts for admissions. Robelli and VanThomme have done an excellent job. Robelli-Mr. Reilly picked out the eagle. I can't take credit for that. Monday night, there is a middle school parent meeting to offer admission t-shirts and spirit apparel.

Final Board Comments-Heuss-none. McKulsky-what are we going to do with Chuck's position? Brandt-policy reads board member vacancies should be filled within 30 days of resignation. Mr. Benedict's letter is dated yesterday. It must be filled with a legally qualified person, a person appointed to fill a vacancy shall file acceptance to the office, including an affidavit of eligibility, with the School District Election Coordinator, and shall take the oath of office prescribed by law. The appointee shall hold office until June 30 following the next annual school election. I would say that in reviewing our policies and because of the change in election date, the June 30th date should be amended. Would the appointed person be filling until next election or the remainder of term? It would be next available election. If we do 30 days from now, the election will be 6 days after that? I will check with legal counsel. We can start the process and try to find out the rest of the details. McKulsky-is there still just 3 of us running? Mr. Benedict had the remainder of this year. Mr. Benedict offered his service, but I will check if we can do that.

Braun-Sideliners have been working on entrance to football field. The building was in worse shape than expected. The floor joists were replaced, etc. Getting close to being painted.

Shellenbarger-newsletter? Provoast-it was printed by IKON. I would like to see the mentor program continue. Giori-our coordinator resigned, but I do have someone who is interested in picking that back up. Cryderman-thank Mr. Reilly and Mr. Robelli for the shirts. Mr. Barclay, pleased that you are assigned to the Cyber School. Barclay-thank you, stay tuned for the advertisements. Also to Ms. Donze, you will do an excellent job. Brandt-thank you to Mr. Barclay. Congratulations to Karol Shellenbarger. She has completed her board certification and it was hard work. Lastly, our legislature in Lansing house bill 6086 just got passed by the house to allow the legislature to take money out of the school aid fund to balance the general fund. No payback is scheduled. There is no way legally to hold any future legislatures to be accountable by law. Anybody could communicate with Tony Stamos from our area. The more people that can contact him would be beneficial. Please reach out to our legislature to make a big difference. Barnes-something about \$154 per pupil being returned to districts? Provoast-jobs act-there are two different ways that the state can disburse the money. One way is per pupil, the other way is through Title I; haven't heard definitive numbers. Any other final comments? Brandt-thank you for your time and dedication to try to see this through. I do appreciate what you have put forth to be ready for this quick of a meeting. Monday's meeting will be at 6:00 p.m. Those work studies

will be on the 4th Monday of the month. Regular meetings will be on the 2nd Monday of the month.

With no business before the Board, a motion was made by McKulsky, supported by Braun that the meeting be adjourned. Motion Carried (6 Yes, 0 No).

Work Study Meeting scheduled for Monday, August 30, 2010 at 6:00 p.m.

Meeting adjourned at 8:08 p.m.

Sarah Heuss, Secretary