

SCHOOL DISTRICT OF THE
CITY OF HAZEL PARK
COUNTY OF OAKLAND AND STATE OF MICHIGAN
REGULAR MEETING

CALL TO ORDER

The Regular Meeting of the Hazel Park Board of Education was held at the Ford School Administration Office on May 18, 2015, and was called to order by President Noth at 7:30 p.m.

ROLL CALL

Members Present: Noth, Hinton, Hemple, Hammonds, Adkins, Nagy, Polowski
Members Absent: None
Others Present: Berger, Conrad, Repicky, Romzek, Stefanski, Paterson

INVOCATION

The Invocation was delivered by Dr. Richard Repicky, Interim Superintendent of Hazel Park Schools, and was followed by the Pledge of Allegiance.

APPROVAL OF THE AGENDA

Moved by Mrs. Polowski, supported by Mrs. Hemple, that the Agenda be approved as written.

Discussion

None

Roll Call Vote

Yeas: Polowski, Hemple, Hinton, Hammonds, Adkins, Nagy, Noth

Nays: None

AUDIT OF THE BILLS

Moved by Mrs. Polowski, supported by Mrs. Hammonds, that the Bills dated May 7, 2015, be approved as follows: Special Revenue Funds – \$53,602.69; General Fund – \$611,109.12; Total Expenditures – \$664,711.81.

Discussion

None

Roll Call Vote

Yeas: Polowski, Hammonds, Hinton, Hemple, Adkins, Nagy, Noth

Nays: None

SPECIAL ORDER OF BUSINESS

1. Students of the Month - Secondary

- a) Faith Aquino (8th Grade) - Hazel Park Junior High School
- b) Autumn Dean (12th Grade) - Hazel Park High School
- c) Braxton Buckner (12th Grade) - Hazel Park High School

Dr. Rick Repicky, Interim Superintendent, introduced the Junior High School Student of the Month, commented on her individual achievements and goals, and presented her with a certificate of achievement. He also asked the family to stand and be recognized. The High School Students of the Month did not attend.

2. Board of Education Recognition for Nationally Certified School Psychologist
Emily Avendt – Edison M.A.X.

Ms. Amy Zitzelberger, Hazel Park High School Teacher, introduced Mrs. Emily Avendt, Edison M.A.X. School Psychologist. Ms. Zitzelberger stated that to qualify for the Nationally Certified School Psychologist certificate, a school psychologist must meet the established standards of the National Association of School Psychologists. Mrs. Avendt had to continue her education one-year beyond her school psychologist degree. This program is very comprehensive and demanding. Mrs. Avendt's colleagues stated that she is very data-driven. The District is very fortunate to have someone as caring as Mrs. Avendt to work with students. Mrs. Avendt thanked the Board of Education, administration and her colleagues for this recognition.

CONSENT AGENDA

1. Approval of Minutes – to be approved as written

- a) April 7, 2015, Special Meeting and Closed Session
- b) April 20, 2015, Regular Meeting and Closed Session
- c) April 29, 2015, Special Meeting and Closed Session
- d) April 30, 2015, Special Meeting

2. Resignations/Retirements – to be received and filed

- a) Deanna Bucher - Paraprofessional - Informs the Board of Education of her intention to resign effective June 17, 2015.
- b) Tina Combs-Sheridan - Cook - Informs the Board of Education of her intention to retire effective June 1, 2015.
- c) Mary Eidson - Teacher - Informs the Board of Education of her intention to retire effective June 30, 2015.

- d) Robin Harpster - Secretary - Informs the Board of Education of her intention to retire effective June 30, 2015.
 - e) Diane Knapp - Teacher - Informs the Board of Education of her intention to retire effective June 30, 2015.
 - f) Dawn Norgren - Cafeteria Manager - Informs the Board of Education of her intention to retire effective June 30, 2015.
 - g) Lynn Pylak - Secretary - Informs the Board of Education of her intention to retire effective June 30, 2015.
3. Hazel Park Education Association (H.P.E.A.) Voluntary Layoff 2015-16 School Year
- a) Julie Gorski
 - b) Dawn Gafa-Davis
 - c) Ksymena Ratynski-Godin
 - d) Susan Talmage
4. Conference Reports – to be received and filed
- a) **Rebecca Hughes**, Teacher at Webb Elementary School, attended the “SIP Work Session” conference on March 13, 2015, at Hazel Park Schools Administration Building. (Conference report submitted)
 - b) **Rebecca Hughes**, Teacher at Webb Elementary School, attended the “Writing Pathways” conference on March 18, 2015, at Hazel Park Schools Administration Building. (Conference report submitted - Title 2, Part A funds)
 - c) **Sarah Kurzhals**, Speech Therapist at Hoover Elementary School, attended the “Michigan Speech-Language Hearing Association Annual Conference” on March 13, 2015, in Lansing. (Conference report submitted - Title 2, Part A funds)
5. Monthly Budgetary and Financial Report - to be received and filed

Moved by Mr. Nagy, supported by Mrs. Hammonds, that the Board of Education approve the consent agenda as presented.

Roll Call Vote

Yeas: Nagy, Hammonds, Hinton, Hemple, Adkins, Polowski, Noth

Nays: None

PUBLIC DISCUSSION - (Limited to items listed under “Unfinished Business” and “New Business”)

No participants

UNFINISHED BUSINESS

None

NEW BUSINESS

1. Superintendent Contract Approval – Amy Kruppe, Ed.D.

Mrs. Rachel Noth, Board President, introduced Dr. Amy Kruppe, the Board of Education, administration and community welcomed her with applause. Mrs. Noth reviewed the superintendent's contract as it appeared in the board members packet. Mrs. Noth recommended to the Board of Education to hire and approve Dr. Kruppe's three-year superintendent contract.

HAZEL PARK SCHOOL DISTRICT**SUPERINTENDENT'S CONTRACT OF EMPLOYMENT**

1. THIS CONTRACT ("Contract"), is made and entered into in Hazel Park, Oakland County, Michigan, this 18th day of May, 2015 by and between the School District of the City of Hazel Park, a Michigan general powers school district whose offices are located at 1620 E. Elza, Hazel Park Mi. 48030. (hereinafter the "School District"), and Amy Y. Kruppe, (hereinafter "Superintendent").

IT IS AGREED:

2. **EMPLOYMENT** - The School District hereby employs Superintendent and Superintendent agrees to work for the School District for a term commencing on July 1, 2015 and extending through June 30, 2018. Superintendent shall advise the Board of Education, in writing, at least six (6) months in advance of her intention to resign her employment within the term of this Contract as originally agreed to or as may be extended by later amendment. It is understood and agreed that Superintendent is employed in the capacity of Superintendent, as defined in the Michigan Revised School Code.

3. **DUTIES** - Superintendent agrees to serve the School District and perform the duties in her capacity as Superintendent as directed by the Board of Education for the School District and as

required by the laws of the State of Michigan Superintendent further agrees to obey and fulfill all lawful bylaws, policies, rules and regulations as established by the Board of Education of the School District from time-to-time and to carry out the School Districts programs and policies during the entire term of this Contract.

4. **SALARY** – The School District shall pay the Superintendent a salary of \$140,000 (One Hundred and Forty Thousand Dollars) per annum, payable in biweekly equal installments. Superintendent’s salary may be adjusted by written agreement between the Superintendent and the Board of Education.

5. **WORK YEAR** - Superintendent shall perform her duties over the full twelve (12) months of the School District’s fiscal year (July 1 to June 30) as required by this Contract, subject to applicable vacation, sick leave and holidays. Superintendent shall be expected to attend meetings of the Board of Education and its committees and to attend and participate in appropriate School District functions or, on occasion, other civic activities having relation to the School District’s interests within the community served by the School District. The time expended in attending such meetings and activities has been taken into account in setting the aforesaid salary and, thus, no additional compensation shall be forthcoming for such attendances.

6. **QUALIFICATIONS** – The Superintendent shall possess and maintain throughout the term of this Contract all certification(s) and continuing education requirements required of a superintendent per the Michigan Revised School Code, or any successor statute thereto.

7. **TENURE** - It is expressly agreed that Superintendent shall not be deemed to be granted continuing tenure in her capacity as Superintendent or in any other administrative capacity by virtue of this Contract of Employment. Tenure may be obtained only in the capacity of a classroom teacher and consistent with the Teachers’ Tenure Act.

8. **EVALUATION** - The Board of Education shall evaluate the Superintendent in writing before June 1 of each fiscal year, commencing in 2016 based upon a written set of reasonable performance standards ("Performance Standards"). The evaluation shall be presented to and discussed with Superintendent by the President of the Board of Education. The Board of Education and the Superintendent shall meet annually prior to the beginning of the school year to discuss and collaboratively create reasonable Performance Standards and any associated rubric for said year, However, the School Board has final authority for adoption of reasonable performance standards that consider both historic academic performance within District and reasonable expectations for improved academic performance. Performance Standards shall also consider District finances and any impact District finances may have on desired outcomes. The Performance Standards and associated rubric shall be reduced to writing and signed by the President of the Board of Directors and the Superintendent. It is the intention of the parties that the Performance Standards shall be reasonable, The evaluation shall address and be partially based upon the Superintendent's success or failure in regard to the Performance Standards adopted.

9. **CONFLICT OF INTEREST** - Superintendent shall faithfully serve the School District and be regardful of its interest during the term of this Contract, to the extent required by this Contract and by applicable law. Superintendent shall not directly or indirectly acquire or otherwise possess any interest which is adverse to that of the School District. In the event that a question arises as to whether a given interest is in conflict with the interests of the School District, Superintendent shall make full disclosure of same to the Board of Education for its review and reasonable disposition, which disposition by the Board of Education shall be controlling and complied with by Superintendent within a reasonable period of time following the written disposition of the Board of Education given the nature of the interest.

10. **OTHER WORK** - Superintendent may not undertake consultative work, speaking engagements, writing, lecturing or other professional duties and obligations when such activities would in any manner materially impinge upon time and effort required to be exerted by Superintendent in the discharge of her responsibilities under this Contract, unless the Board of Education gives its prior written consent to such activities.

11. **EXPENSES** - Superintendent is encouraged to attend and participate in appropriate professional activities and conferences at the local, state and national levels. Subject to approval in advance of such activity or conference by the President of the Board of Education, Superintendent shall be reimbursed, consistent with Board policy, for the reasonable costs of registration, long-distance travel and lodging in connection with such attendances and participations. Superintendent shall be reimbursed, consistent with Board policy for the reasonable costs incurred in attending and participating in local professional activities and conferences as she may deem to be appropriate on behalf of the School District. Superintendent may be required to provide to the School District an itemized account and substantiation of the above reimbursed expenses in accordance with Board policy for federal and state income tax reporting purposes. The Board shall incur all reasonable expenses associated with Superintendent's district provided cell phone.

12. **BUSINESS EXPENSES** – In addition to the expenses contemplated by Sections 11 and 13, Superintendent shall receive \$400 (four hundred dollars) per month from the School District for school business related expenses including but not limited to the ownership, lease or operation of an automobile for the purpose of traveling to the various school buildings and facilities of the School District, as well as to attend out-of-district conferences and meetings in the course of her duties. The use or expenditure of the monthly stipend is entirely within Superintendents discretion.

13. **MEMBERSHIP DUES** - Subject to the Board of Education's prior approval, the School District shall pay the reasonable cost of Superintendent's membership in educational, professional and local civic organizations.

14. **BOARD MEETINGS** - Among her other duties, Superintendent shall prepare the agenda for each Board of Education meeting in consultation with the President of the Board or the President's delegate and forward same to each member of the Board of Education, along with her recommendations and supporting documentation on each agenda item, sufficiently in advance of the meeting so that each member can assimilate such information prior to the meeting.

15. **DISABILITY** - Should Superintendent be unable to perform the duties and obligations of this Contract by reason of illness, accident or other causes, and such disability exists for a period of more than one hundred eighty (180) calendar days the Board of Education, at its option, may terminate this Contract, whereupon the respective rights, duties and obligations of the parties shall be terminated. Likewise, if it becomes determinable within the one hundred eighty (180) calendar days that such disability is permanent, irreparable or of such nature as to make the continued performance of Superintendent's duties improbable, the Board, at its option, may forthwith terminate this Contract, whereupon the respective rights, duties and obligations of the parties shall be terminated. This provision shall not in any way derogate from any long term disability benefits that apply by operation of other provisions of this Contract.

16. **RETIREMENT** - The School District shall assume full costs of the employer contributions to the Michigan Public School Employees Retirement System ("MPERS") on behalf of Superintendent, as may be required by law.

17. **VACATION** - The Superintendent shall be annually entitled to twenty-five (25) business days of vacation, of which 2 weeks (10) business days shall be taken during either the

School Districts' Christmas, winter or spring vacation weeks. Upon the Superintendents separation from employment with the School District the Board shall pay all unused and accumulated vacation days at a per diem rate of (1/260th) of the Superintendents final annual salary. Separation from the district shall include death, incapacity, retirement or resignation.

18. **INSURANCE AND OTHER BENEFITS** - The School District shall provide Superintendent with the same insurance and other employee benefits as set forth in the employee benefit provisions authorized by the School Board for Central Office Administrators, including sick leave, medical, vision, dental insurance and long-term disability insurance. Reimbursement for unused accumulated sick leave days shall be capped at 30 days upon the Superintendents separation of employment from the District. Additionally, the School District shall contribute \$20 (Twenty dollars) per month toward a supplemental life insurance plan of the Superintendents choosing, which shall be in addition to any death or disability insurance that may be provided in the central administrators insurance coverage plans.

19. **LIABILITY INSURANCE** – The Superintendent shall be provided at School District expense, the same level of liability insurance coverage (basic, director and officer and errors and omissions) as is, or may hereafter be provided to the Board of Education and its members in connection with the performance of her duties as Superintendent.

20. **INDEMNIFICATION** – To the extent permitted by law, the District will defend the Superintendent and indemnify and hold the Superintendent harmless from any and all claims, judgments, liabilities, costs and actual attorneys' fees, of a civil nature and not including criminal matters, arising from or relating to actions taken or decisions made in good faith and reasonably within the scope of her employment. The Superintendent shall give the Board notice of any claim for defense and indemnification promptly upon knowledge of any possible claim. The Board, working with the applicable insurance carrier, will have the right to appoint the attorney and conduct the

defense of any such claim. If, in the opinion of the Board, the Superintendent fails to fully cooperate in the defense of any such claim, then this paragraph of the Contract shall become null and void. The paragraph survives the termination and expiration date of this Contract.

21. **TERMINATION OF CONTRACT** - In addition to any other rights the School District may have, by law or under this Contract, this Contract may be terminated at any time during its term by the School District if the Superintendent materially breaches any term of this contract or for Cause. For purposes of this Contract the term "Cause" as used in this Agreement shall mean Superintendent's (a) willful personal dishonesty, (b) incompetence, (c) willful misconduct, (d) breach of a duty involving personal profit, (e) failure to perform stated duties, (f) willful violation of any law, rule, regulation (other than traffic violations or similar offenses), (g) final cease-and-desist order, (h) material breach of any provision of this Contract, (i) conviction of a felony, or (j) unprofessional conduct. In determining "incompetence," the Superintendent's acts or omissions shall be measured against standards generally prevailing in public education industry in the State of Michigan. In determining "willfulness," no act or failure to act on Superintendent's part shall be considered "willful" unless done or omitted to be done by Superintendent without reasonable belief that her action or omission was in the best interests of the School District. Upon any such event, Superintendent shall be advised, in advance, of the Board of Education's intention to consider effecting such a midterm termination and shall be provided an opportunity for a hearing in regard to the prospect of such termination, which hearing may be open to the public or closed, at Superintendent's option.

22. **ARBITRATION CLAUSE** - The undersigned parties agree to submit to arbitration administered by the American Arbitration Association. In the event Superintendent elects to contest the Board of Education's disposition in regard to a termination of this Contract pursuant to Section 21, following the contemplated hearing, the Superintendent shall have the right, exclusive of any

other rights or remedies available to the Superintendent at common law or by statute, to request arbitration, the award arising out of which shall be binding on the School District and Superintendent and enforceable in any court of competent jurisdiction in this State. The scope of the arbitrator's review pursuant to this agreement shall be limited to determining whether the Board of Education acted arbitrarily and capriciously in its determination to terminate Superintendent's employment. The arbitrator shall be selected through the mutual cooperation between the representatives or counsel for the respective parties, failing agreement on which the issue may be referred by either party to the Detroit Regional Office of the American Arbitration Association for appointment of an arbitrator and processing under their Voluntary Labor Arbitration Rules.

23. **NONRENEWAL OF CONTRACT** – As recited in Paragraph 1 herein, this Contract shall terminate on June 30, 2018 Superintendent acknowledges that she has no expectation of employment by the School District beyond that date. The decision whether to renew or not to renew the contractual relationship is solely within the discretion of the Board of Education for the School District and the process therefore is governed by Section M.C.L. 380.1229 of the Revised School Code. Superintendent shall inform the members of the Board of Education, in writing, no later than February 1, 2018, of their opportunity to provide timely notice of non-renewal of this Contract.

24. **TOTALITY OF TERMS** - This Contract contains all of the terms agreed by the parties with respect to the subject matter of this Contract and supersedes all prior contracts, arrangements and communications between the parties concerning such subject matter, whether oral or written.

25. **CONFLICT** - In the event of any conflict between the terms, conditions, and provisions of the Contract and any of the Board's policies or any permissive State or Federal law, the terms of this Contract shall take precedence over the contrary provisions of Board policy or State and Federal permissive law, unless otherwise prohibited by law.

26. **SAVINGS CLAUSE** - If during the term of this contract, it is found that a specific clause of the contract is illegal under Federal or State law, the remainder of the Contract not affected by the ruling shall remain in force.

IN WITNESS WHEREOF, the parties hereto have signed this Agreement the day and year first above written.

(Signed) Amy Kruppe

NAME
Superintendent of Schools - Amy Y. Kruppe

HAZEL PARK SCHOOL DISTRICT

(Signed) Rachel Noth

BY: _____
NAME
President, Board of Education - Rachel Noth

(Signed) Shirley A. Atcho 05/8/15

Witness Date

(Signed) Ryan Stefanski 05/8/15

Witness Date

Moved by Mrs. Adkins, supported by Mrs. Hammonds, that the Board of Education approve a three-year contract for Amy Kruppe, Ed.D., newly hired Superintendent of Hazel Park Schools.

Discussion
None

Roll Call Vote
Yeas: Adkins, Hammonds, Hinton, Hemple, Nagy, Polowski, Noth
Nays: None

2. Promise Zone Update

Ms. Kayla Roney, Promise Zone Director, updated the Board of Education, administration and community on recent Promise Zone events:

- Chrysler UAW Co-operative Program: the administration is working with the Chrysler UAW Co-operative Program advisors to obtain curriculum guidelines that will be submitted to Oakland Schools and the Michigan Department of Education for credit approval. The design of this program is for twenty 11th grade students to participate and continue in the program through 12th grade. The students will receive free lunch meals and transportation will be available at no cost to the District. Possibly students will be available to participate in a summer internship program in the summer between their 11th and 12th grade years.
- Cranbrook Horizons-Upward Bound (HUB) program will pilot with Hazel Park Schools for the next two years beginning this summer, and then hopefully Hazel Park Schools will be written in their federal grant in 2017. Six qualifying students; two incoming students in grades 9th, 10th and 11th will participate in the residential program this summer, and two incoming 8th grade student will participate in the day program this summer. Day students will have transportation provided at no cost to Hazel Park Schools.
- Fourth Annual Decision Day Celebration was recently held to celebrate graduating seniors who have chosen post-secondary education after high school. This year 165 students will graduate from Hazel Park High School. 141 students plan on attending college in the fall; several plan on going into the military and attending other selected programs.
- Never too late to complete the Free Application for Federal Student Aid (FAFSA).
- Reminder, if students or high school alumni have any questions regarding their post-secondary education, Ms. Roney will be in her office throughout the summer and available by e-mail.

3. Business Reports – Mr. Romzek

a) Food Service Financial Status

Mr. Daniel Romzek, Director of Business Service, stated that the administration is planning to seek approval from the Board of Education to enter into an Intergovernmental Agreement (IGA) with Ferndale Schools. That this time, the IGA will be for the 2015/2016 school year. However, the administration is currently collaborating with Ferndale School and the vendor, Chartwells, to work through a few concerns within the agreement before bring it to the board for approval. Mr. Romzek reviewed with the Board of Education and community the current financial status of the Districts Food Service Program and declining student population. It is the hope that the District will be in a more stable financial situation next year to put out a Request for Proposal for the 2016/2017 food services, and bring this program back in-house.

b) 2015/16 Budget Report Update

Mr. Daniel Romzek, Director of Business Services, presented a PowerPoint to review and explain the Districts current and projected changes regarding the General Fund. Mr. Romzek updated the Board of Education regarding the governor's proposal regarding the School Aid Budget.

Mrs. Laura Adkins, Board Trustee, held a discussion regarding selected areas of the General Fund, the state loan and Deficit Elimination Plan.

c) Oakland Schools Proposed 2015/2016 Budgets

Mr. Daniel Romzek, Director of Business Services, informed the Board that he attended the Oakland ISD meeting regarding their budget. Mr. Romzek stated that he has reviewed the proposed budgets and recommends that the Board of Education approve the 2015/2016 Oakland Schools Budget Resolution as presented.

ISD BUDGET RESOLUTION

The School District of the City of Hazel Park, Michigan (the "District") a regular meeting of the board of education of the District was held in the Ford Administration Building in the Hazel Park School District, on the 18 day of May 2015, at 7:30 o'clock in the evening.

The meeting was called to order by Mrs. Rachel Noth, President.

Present: Noth, Hinton, Hemple, Hammonds, Adkins, Nagy, Polowski

Absent: None

The following preamble and resolution were offered by Member Sherrie Polowski and supported by Member Sue Hemple:

WHEREAS:

1. Section 624 of the Revised School Code, as amended, requires the intermediate school board to submit its proposed budget no later than May 1 of each year to the board of each constituent district for review; and
2. Not later than June 1 of each year, the board of each constituent district shall review the proposed intermediate school district budget, shall adopt a board resolution expressing its support for or disapproval of the proposed intermediate school district budget, and shall submit to the intermediate school board any specific objections and proposed changes the constituent district board has to the budget.

NOW, THEREFORE BE IT RESOLVED THAT:

1. The board of education has received and reviewed the proposed intermediate school district budget in accordance with Section 624 of the Revised School Code, as amended, and by the adoption of this resolution, expresses its support for the proposed intermediate school district budget.
2. The secretary of the board of education or his/her designee shall forward a copy of this resolution to the intermediate school board or its superintendent no later than June 1, 2014.
3. All resolutions insofar as they conflict with this resolution be and the same are hereby rescinded.

Ayes: Polowski, Hemple, Hinton, Hammonds, Adkins, Nagy, Noth

Nays: None

Resolution declared adoption.

(Signed) Sue Hemple _____
Sue Hemple
Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of Hazel Park, Michigan, hereby certifies that the foregoing is a true and complete copy of a resolution adopted by the Board of Education at a regular meeting held on May 18, 2015, the original of which resolution is a part of the Board's minutes, and further certifies that notice of the meeting was given to the public under the Open Meetings Act, 1976 PA 267, as amended.

(Signed) Sue Hemple _____
Sue Hemple
Secretary, Board of Education

Moved by Mrs. Polowski, supported by Mrs. Hemple, that the Board of Education approve the Resolution for the Approval of the 2015/2016 Oakland Schools Budget, as presented.

Discussion

None

Roll Call Vote

Yeas: Polowski, Hemple, Hinton, Hammonds, Adkins, Nagy, Noth

Nays: None

4. Human Resources Reports – Mr. Conrad
a) Hazel Park Association of School Administrators (H.P.A.S.A.)
and Director of Technology Contracts

Mr. Daryl Conrad, Director of Human Services, expressed his appreciation to the personnel that have submitted their resignation, retirement or will be taking a voluntary leave of absence. He thanked them for their years of service to Hazel Park Schools and wished them well in their future endeavors and retirement. Mr. Conrad acknowledged the building and Central Office leadership team; the administrative team has put forth great effort in the past, as they will in the future. He recommended that the Board of Education approve the one-year contract for the administrators for the 2015/16 school year.

Moved by Mrs. Polowski, supported by Mrs. Adkins, that the Board of Education approve the administrators for a one-year, non-tenure contract, as presented for the 2015/2016 school year.

Discussion

None

Roll Call Vote

Yeas: Polowski, Adkins, Hinton, Hemple, Hammonds, Nagy, Noth

Nays: None

- b) Unaffiliated Pay Cuts

Mr. Daryl Conrad, Director of Human Services, stated that the Deficit Elimination Plan (DEP) outlines wage reductions of 8.8% for all the Unaffiliated employees effective July 1, 2015. The Unaffiliated employees include managers, directors, supervisors, Adult and Alternative Educations teachers and other selected employees. Mr. Conrad recommended that the Board of Education approve the Unaffiliated employees wage reduction of 8.8% as outlined in the DEP and their board packet.

Moved by Mrs. Hemple, supported by Mrs. Hammonds, that the Board of Education approve the Unaffiliated employees wage reduction of 8.8%, as presented.

Discussion

None

Roll Call Vote

Yeas: Hemple, Hammonds, Hinton, Adkins, Nagy, Polowski, Noth

Nays: None

- c) Realignment of Technology Director Position

Mr. Daryl Conrad, Director of Human Services, spoke with regards to the realignment of the Technology Director position. Mr. Conrad stated that this position would take on the duties of custodian and grounds from the previous director. This realignment will assist the District in the Deficit Elimination Plan savings. The District is very appreciative to the Technology Director and his staff for their continuing efforts in providing a 21st

Century technology environment to our students and staff. Mr. Conrad asks the Board of Education for their approval in the realignment of the Technology Director position as stated in their board packet documentation.

Moved by Mrs. Polowski, supported by Mrs. Hemple, that the Board of Education approve the Realignment of the Technology Director position, as presented.

Discussion

None

Roll Call Vote

Yeas: Polowski, Hemple, Hinton, Hammonds, Adkins, Nagy, Noth

Nays: None

d) Transportation Negotiations

Mr. Daryl Conrad, Director of Human Services, updated the Board of Education regarding the May 6, 2015 transportation negotiations. During the negotiations, a one-year, July 1, 2015 - June 30, 2016, Transportation Memorandum of Understanding (MOU) was developed which was included in the board packet. This MOU includes a 2.1% wage reduction, along with a reduction of seven paid holidays and five vacation days. Mr. Conrad extended his gratitude to the transportation group for their cooperation in negotiations and their efforts to come to a mutual agreement to assist the District during these financially difficult challenges and needs. Mr. Conrad asked the Board of Education to approve the Transportation Memorandum of Understanding as well as its terms and conditions, as it was present.

Moved by Mrs. Polowski, supported by Mrs. Hammonds, that the Board of Education approve the Transportation Memorandum of Understanding as well as its terms and conditions, dated May 6, 2015, as presented.

Discussion

None

Roll Call Vote

Yeas: Polowski, Hammonds, Hinton, Hemple, Adkins, Nagy, Noth

Nays: None

5. Board of Education Policy Book Revision

a) 5320 Fire, Lock-Down, and Tornado Drills – First Reading

Dr. Richard Repicky, Interim Superintendent, reviewed with the Board of Education the first reading of the revised board policy 5320 Fire, Lock-Down and Tornado Drills. He stated that the revised policy would not go into effect until next school year. Dr. Repicky asked the Board for their support in adopting the revised policy for next school year.

5320 FIRE, LOCK-DOWN, AND TORNADO DRILLSa. Frequency

A fire drill shall be held in each building six (6) times during the school year. Four (4) of the fire drills shall be held in the fall, of which two (2) will be held in the first two weeks of school, and two (2) shall be held during the balance of the year, in accordance with State law.

Tornado Drills will be conducted two (2) times annually, scheduled by the principal or as required by the Superintendent, in accordance with State law.

A minimum of two (2) lock-down drills in which the occupants are restricted to the interior of the building and the building is secured is required for each building. A drill shall include security measures that are appropriate to an emergency such as the release of a hazardous material or the presence of an armed individual on or near the premises, in accordance with State law.

b. Method

Order rather than speed shall be stressed during drills. Definite instructions shall be furnished to teachers by the principals as to route and manner during drills. Drills shall be held without warning. Fire Drill reports shall be filed with the Fire Marshal's office and the Administrative Consultant of General Services.

~~In case a TORNADO WATCH is received, the children will be kept in school* until the regular dismissal time at the close of the day. A TORNADO WATCH is the announcement received when weather conditions are such that a Tornado could occur, but none has been sighted.~~

~~Tornado Warning~~

~~If a TORNADO WARNING is received, the children will be kept in school* until the danger has passed. A TORNADO WARNING is given when a Tornado has been sighted in the area.~~

~~A TORNADO WARNING is the most severe alert given—a tornado has been sighted in the area. Students shall be kept in school and will be accompanied by staff to areas approved as tornado shelters within the building. Buses will not run.~~

~~Picking up students during a WARNING should not occur. Picking up your student during a WARNING takes your child from a sheltered area and puts both the student and the staff needed to locate the child at risk. Parents should stay in shelter themselves and not come to school.~~

~~WARNINGS are noted by use of the siren warning system. When sirens sound, the school district's immediate reaction will be to treat the situation as a tornado warning. Central administration will check with Hazel Park's Department of Public Safety for immediate conditions. The warning will remain in effect until the district's central administration receives clearance from the Department of Public Safety.~~

* Each school will continue to release students to their respective parents or guardians during a WATCH or a WARNING, if requested.

First Reading
05/18/15

Moved by Mrs. Hemple, supported by Mr. Nagy, that the Board of Education approve the Board Policy Book Revision, 5320 Fire, Lock-Down, and Tornado Drills, for the First Reading.

Discussion
None

Roll Call Vote
Yeas: Hemple, Nagy, Hinton, Hammonds, Adkins, Polowski, Noth
Nays: None

b) 5830 Bullying and Cyberbullying – Final Reading

Dr. Richard Repicky, Interim Superintendent, stated that the state is requiring the current Bullying and Cyberbullying policies be revised, approved by the Board of Education and submitted to the state on or before May 31, 2015. Dr. Repicky reviewed the revised policy as it was presented in the board packet of documentation. He stated that due to this requirement he is recommending the Board of Education to approve this policy on the first reading.

5830 BULLYING AND CYBERBULLYING

BULLYING

The Board of Education believes that a safe and nurturing educational environment in school is necessary for students to learn and achieve high academic standards. Therefore, it is the policy of the District to provide a safe and nurturing environment for all of its students. Appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment or bullying is expected of students, as well as administrators, faculty, staff, visitors, and volunteers.

BULLYING AND CYBERBULLYING ARE PROHIBITED

Bullying and cyberbullying of a student, whether by other students, staff, visitors, Board members, parents, guests, contractors, vendors, and volunteers, is prohibited. All pupils are protected under this policy, and bullying and cyberbullying are prohibited without regard to its subject matter or motivating animus.

DEFINITION OF BULLYING

“Bullying” means any written, verbal, or physical act, or any electronic communication, including, but not limited to, cyberbullying, that is intended or that a reasonable person would know is likely to harm 1 or more pupils either directly or indirectly by doing any of the following:

1. Substantially interfering with educational opportunities, benefits, or programs of 1 or more pupils.
2. Adversely affecting the ability of a pupil to participate in or benefit from the school district's or public school's educational programs or activities by placing the pupil in reasonable fear of physical harm or by causing substantial emotional distress.
3. Having an actual and substantial detrimental effect on a pupil's physical or mental health.
4. Causing substantial disruption in, or substantial interference with, the orderly operation of the school.

“Cyberbullying” means any electronic communication that is intended or that a reasonable person would know is likely to harm 1 or more pupils either directly or indirectly by doing any of the following:

1. Substantially interfering with educational opportunities, benefits, or programs of 1 or more pupils.
2. Adversely affecting the ability of a pupil to participate in or benefit from the school district's or public school's educational programs or activities by placing the pupil in reasonable fear of physical harm or by causing substantial emotional distress.
3. Having an actual and substantial detrimental effect on a pupil's physical or mental health.
4. Causing substantial disruption in, or substantial interference with, the orderly operation of the school.

Since “bullying” also includes “cyberbullying,” any reference in this policy to “bullying” shall also be deemed to refer to “cyberbullying.”

Bullying and cyberbullying are prohibited at school. “At school” is defined as on school premises, at school-sponsored activities or events, in a school-related vehicle, or using a telecommunications access device or a telecommunications service provider if the telecommunications access device or telecommunications service provider is owned by or under the control of the school district. “Telecommunications access device” and “telecommunications service provider” mean those terms as defined in Section 219a of the Michigan Penal Code (MCL § 750.219a).

Bullying and cyberbullying that does not occur “at school,” as defined above, but that causes a substantial disruption to the educational environment may be subject to disciplinary action in accordance with this policy and applicable law.

REPORTING AND INVESTIGATING REPORTS OF BULLYING

Every student is encouraged to promptly report any situation that he or she believes to be bullying behavior directed toward himself or herself, or another student to a teacher, a counselor, a building principal, or an assistant principal. Staff members shall report any reports made by students or situations that they believe to be bullying behavior directed toward a student to the building principal. Complaints against the building principal shall be reported to the Superintendent. Complaints against the Superintendent shall be reported to the Board of Education President.

Under state law, a school employee, school volunteer, student, or parent or guardian who promptly reports in good faith an act of bullying to the appropriate school official designated in this policy and

who makes this report in compliance with the procedures set forth in this policy is immune from a cause of action for damages arising out of the reporting itself or any failure to remedy the reported incident. This immunity does not apply to a school official responsible for implementing this policy or for remedying the bullying, when acting in that capacity.

Retaliation or false accusation against a target of bullying, a witness, or another person with information about an act of bullying is prohibited. Suspected retaliation should be reported in the same manner as suspected bullying behavior. Making intentionally false accusations of bullying is likewise prohibited. Retaliation and making intentionally false accusations of bullying may result in disciplinary action up to and including expulsion.

All complaints about bullying that may violate this policy shall be promptly investigated and documented. The building principal or the principal's designee is responsible for the investigation. If the investigation results in a finding that bullying has occurred, it shall result in prompt and appropriate disciplinary action, up to and including expulsion for students, up to and including discharge for employees, and up to and including exclusion from school property for parents, guests, volunteers, and contractors. Individuals may also be referred to law enforcement officials.

Where the investigation results in a finding that bullying has occurred, both the parent or legal guardian of a victim of bullying and the parent or legal guardian of a perpetrator of the bullying shall be notified promptly in writing. In addition, administrators investigating alleged bullying may notify parents of the victim or perpetrator of bullying sooner than the conclusion of the investigation if circumstances dictate such earlier notification.

Each school shall document any prohibited incident that is reported and shall document all verified incidents of bullying and the resulting consequences, including the required notification of parents or guardians and any discipline and referrals.

The Superintendent is the school official responsible for ensuring that this policy is implemented.

CONFIDENTIALITY

The District will comply with all applicable laws regarding confidentiality of personally identifiable information within education records. In addition, the identity of an individual who reports an act of bullying or cyberbullying shall be and remain confidential. The principal, or the principal's designee, shall ensure that the name of an individual who reports an act of bullying or cyberbullying is withheld from the alleged perpetrator and the perpetrator's parent(s), legal guardian(s) and representative(s), and is redacted from any report of bullying or cyberbullying that is publicly disclosed.

NOTIFICATION

This policy will be annually circulated to parents and students, and shall be posted on the District website.

REPORTING

As required by state statute, the Superintendent shall provide a report of all verified incidents of bullying and other required information to the Michigan Department of Education on an annual basis, according to the form and procedures established by the Department.

As required by state statute, the District's procedures with respect to bullying are contained within this policy, and thus no administrative guidelines accompany this policy.

Moved by Mrs. Hinton, supported by Mrs. Hemple, that the Board of Education approve the Board Policy Book Revision, 5380 Bullying and Cyberbullying, for the Final Reading.

Discussion

None

Roll Call Vote

Yeas: Hinton, Hemple, Hammonds, Adkins, Nagy, Polowski, Noth

Nays: None

6. Field Trips – General Guidelines and Procedures

Interim Superintendent Repicky, stated that he and his administrative cabinet recently reviewed each of the buildings' Field Trips - General Guidelines and Procedures. It was found that each of the buildings had documentation that was similar. However, the administrative cabinet felt that the documentation should be standardized District-wide. Dr. Repicky suggested that the Board of Education approve usage of the District-wide revised Field Trips - General Guidelines and Procedures.

Moved by Mrs. Polowski, supported by Mrs. Adkins, that the Board of Education approve the usage of the District-wide Field Trips – General Guidelines and Procedures, as presented.

Discussion

None

Roll Call Vote

Yeas: Polowski, Adkins, Hinton, Hemple, Hammonds, Nagy, Noth

Nays: None

RECOGNITIONS/COMMENDATIONS

1. Dr. Michelle Krause, Edison M.A.X. Supervisor, would like to acknowledge and thank **Kelly Johnson**, long-term substitute teacher at Edison M.A.X. for her hard work and dedication in obtaining a grant through **Home Depot**. Thanks to the generosity of Home Depot, the Edison M.A.X. courtyard is getting a makeover! The project will include the addition of new patio stone walkways, updated landscaping, replacement of the existing hardscape with a retainer wall, stone pavers, and a new bird feeder. Assisting with facilitation of the project are local Home Depot employees **Michael S. Woodford**, Store

Manager, and **Jonathan Adams**, Garden Supervisor, at the Warren, Michigan location along with Kelly A. Johnson, a substitute teacher at Edison Max. The Home Depot will donate supplies and materials for the project. Volunteer employees of the Home Depot, along with Edison M.A.X. staff and students, will provide the labor to complete the courtyard improvement project. Kelly is using the project with her Biology students as she teaches them about Ecology, plants and the ecosystem.

PUBLIC DISCUSSION

1. Nancy Anderson
1521 E. Granet
Hazel Park - Mrs. Anderson spoke on behalf of the Senior All Night Committee. She indicated that the Senior All Night Party will be held at the Joe Dumars Fieldhouse. The committee is still in need of volunteers and donations. If you are interested in volunteering or donating please contact Ann Ayers.

Mrs. Anderson also thanked selected teachers at the junior high for volunteering to run the after school homework center.
2. Robert Wittenberg
Oak Park - Mr. Wittenberg introduced himself as the State Representative for the 27th District that includes Berkley, Ferndale, Hazel Park, Huntington Woods, Oak Park, Pleasant Ridge and Royal Oak Twp. He spoke about the House budget and felt the budget did not support public schools the same as charter schools, leaving him to vote against the budget. He encouraged the District to reach out to him for his assistance
3. Michael VanderVeer
23321 Powell
Hazel Park - Mr. VanderVeer spoke on behalf of the Hazel Park Creative Arts Organization. Currently the organization is holding a fundraiser to replace the kiln at the high school. The fundraiser will be held at the Classic Coney Grill on Tuesday, May 26. The restaurant will be donating a portion of their sales. Monetary donations can be made payable to the Hazel Park Creative Arts Organization and sent to Mr. VanderVeer.
4. Petra Felts
95 W. Hayes
Hazel Park - Ms. Felts asked for clarification regarding Chartwells. Discussion was held with Dr. Repicky, Interim Superintendent, and Mr. Romzek, Director of Business Services regarding Chartwells, the Food Service Department, summer meal program and Food Service employees' salaries.

5. Peggy Burleson
23109 Harding
Hazel Park - Mrs. Burleson presented a certificate to the Board of Education on behalf of the Hazel Park Lions Club for their donation for sponsoring a hole. They had 42 golfers and 59 sponsors; the funds raised at this event go towards the Hazel Park Lions Club scholarship fund. The Hazel Park Lions Club thanked the Board of Education for sponsoring the outing.
6. Bobby McDermott
23147 Tawas
Hazel Park - Mr. McDermott spoke regarding getting creative to save programs in the District. Otherwise, we may lose "our Hazel Park kids" to other districts. He stated that the community needs to get active and volunteer for "our kids."

BOARD MEMBER AND ADMINISTRATION COMMENTS

1. Richard Repicky
Interim Superintendent - Dr. Richard Repicky, Interim Superintendent, elaborated on the Chrysler UAW Co-operative Program. Currently the Chrysler UAW Co-operative Program is only offering this program to the Hazel Park High School students. Dr. Repicky also applauded the Webb Elementary School music program and Youth Assistance Award night. He commented on his visit with Dr. Amy Kruppe. He stated that Dr. Kruppe plans to be part of the administration interviews. Dr. Repicky thanked Mr. Romzek, Mr. Conrad, Central Office and building staff for their superior work. Dr. Repicky announced that Dr. Vickie Markavitch, Oakland ISD Superintendent, has announced her retirement.
2. Beverly Hinton
Board President - Mrs. Beverly Hinton, Board President, stated that Youth Assistance Award night recognized 37 students, kindergarten through 12th grade. The Hazel Park Jazz Band performed. Mrs. Hinton welcomed Dr. Kruppe.
3. Sue Hemple
Board Secretary - Mrs. Sue Hemple, Board Secretary, inquired about the principal postings. Mrs. Hemple welcomed Dr. Kruppe to the District.
4. Laura Adkins
Board Trustee - Mrs. Laura Adkins, Board Trustee, stated that the Board has made many challenging discussions these last several months. She stated that while the votes may seem to be made quickly at the Board table, Board member have researched, discussed and studied all the documentation that has been provided by the administration. These decisions do not come easy; there is a lot of time spent making the best decision for the District. She too welcomed Dr. Kruppe.

5. Ricky Nagy
Board Trustee - Mr. Ricky Nagy, Board Trustee, welcomed Dr. Kruppe. Mr. Nagy also commented on the Webb Elementary School concert, spoke about the Webb Elementary School students going to Camp Hazel Woods this week and also the Webb Summer Spectacular Event.
6. Sherri Polowski
Board Trustee - Mrs. Sherri Polowski, Board Trustee, welcomed Dr. Kruppe to the Hazel Park School team. Mrs. Polowski elaborated on the impressive teachers and staff Hazel Park Schools employ.
7. Rachel Noth
Board President - Mrs. Rachel Noth, Board President, reflected on her discussion with Dr. Kruppe. Mrs. Noth reviewed the Hazel Park Memorial Weekend highlights and the end of school year events.
8. Dr. Amy Kruppe
Superintendent, July 1, 2015 - Dr. Kruppe, newly appointed Superintendent, expressed her excitement to be here in Hazel Park Schools. She thanked the Board of Education for the opportunity they have given her to serve as the next Superintendent of Schools.

ADJOURNMENT

Moved and supported that the meeting be adjourned at 9:21 p.m.

Unanimous approval.

Respectfully submitted,

Sue Hemple, Secretary
Hazel Park Board of Education