

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 July 13, 2015, and was called to order by Vice President Hinton at 6:30 p.m.

ROLL CALL

Members Present: Hinton, Hemple, Hammonds, Adkins, Nagy, Polowski  
Members Absent: Noth (Excused)  
Others Present: Berger, Conrad, Kruppe, Romzek, Stefanski, Paterson

INVOCATION

The Invocation was delivered by Pastor Barry David of the Landmark Community Church, and was followed by the Pledge of Allegiance.

APPROVAL OF THE AGENDA (Action Item)

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

Discussion

None

Roll Call Vote

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

Nays: None

Closed Session – Motion to recess into closed session to consider material exempt from discussion or disclosure by state or federal statute, which is exempt from disclosure pursuant to Section 8(h) of the Open Meetings Act (Action Item)

Moved by Mrs. Polowski, supported by Mr. Nagy, that the Board of Education adjourn to a Closed Session.

Discussion

None

## Roll Call Vote

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

Nays: None

The Board of Education adjourned to an Executive Session at 6:33 p.m. The meeting resumed as an open meeting at 7:07 p.m.

## SPECIAL ORDER OF BUSINESS

None

## CONSENT AGENDA (Action Item)

A. Approval of Minutes

- 1) June 8, 2015, Regular Meeting
- 2) June 22, 2015, Budget Hearing
- 3) June 22, 2015, Special Meeting

B. Notes of Appreciation

- 1) JoAnn Stuef - Acknowledges the expression of sympathy from the Secretary Board of Education at the time of her father's death (Frederick Roussel).

C. Resignations and Retirements

- 1) Samantha Collins - Informs the Board of Education of her intention to Custodian resign effective June 30, 2015.
- 2) Christopher Evans - Informs the Board of Education of his intention to Teacher resign effective June 30, 2015.
- 3) Jessica Gieche - Informs the Board of Education of her intention to GSRP Teacher resign effective June 12, 2015.
- 4) Stephanie - Informs the Board of Education of her intention to Richardson Secretary resign effective July 5, 2015.
- 5) Jill Robbins - Informs the Board of Education of her intention to Paraprofessional retire effective June 30, 2015.
- 6) Tammy Sparks - Informs the Board of Education of her intention to Custodian resign effective June 30, 2015.

Moved by Mrs. Polowski, supported by Mrs. Hemple, that the Board of Education approve the consent agenda as presented.

## Discussion

None

## Roll Call Vote

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

Nays: None

## PUBLIC DISCUSSION - (Limited to items listed under "Unfinished Business" and "New Business")

- A. Charles Hemple - Mr. Hemple expressed his concerns regarding Dr. Judy Berger's third party employee contract.  
1203 E. Hayes  
Hazel Park

## UNFINISHED BUSINESS

None

## NEW BUSINESS

A. H.P.E.A. Personnel Recommendations (Action Item)

Mr. Daryl Conrad, Director of Human Resources, explained that it is not required to approve non-tenure probationary teachers or non-tenure ancillary service teachers. However, these employees are listed on the agenda out of respect for tradition. Mr. Conrad recommends the approval of the teachers listed for the 2015/2016 school year tenure contracts.

- 1) Teachers recommended for a **tenure contract** for the 2015/2016 school year:
  - a) Candice Bissonnette
  - b) Carla Brown
  - c) Kenneth Calloway
  - d) Janet Springsteen
  - e) Angela Wilkins
- 2) Teachers recommended for **fourth year, non-tenure probationary status** for the 2014/2015 school year:
  - a) Carla Beach
  - b) Carrie Fresch-Irwin
  - c) Rachel Martinez
  - d) Darcy Platt
  - e) Christina Stachel
- 3) Teachers recommended for **third year, non-tenure probationary status** for the 2015/2016 school year:
  - a) Anita Harris
- 4) Teachers recommended for **second year, non-tenure probationary status** for the 2015/2016 school year:
  - a) Ashley Filpula
  - b) Jamie Jakubowski
  - c) Jacob Linklater
  - d) Heather Thick

5) The following professional employees are recommended for continuing **non-tenure ancillary service status** for the 2015/2016 school year:

- |                            |   |                        |
|----------------------------|---|------------------------|
| a) Jennifer Barrett-Benson | - | School Psychologist    |
| b) James Bellini           | - | Social Worker          |
| c) Katherine Byerly        | - | Social Worker          |
| d) Esther Faber            | - | Social Worker          |
| e) Tina Erkfritz           | - | Occupational Therapist |
| f) Gabriel Ferrise         | - | School Psychologist    |
| g) Crystal Geiser          | - | Social Worker          |
| h) Kathy Jones             | - | School Psychologist    |
| i) Larry Marks             | - | School Psychologist    |
| j) Ryan Page               | - | School Psychologist    |
| k) Andrea Rasmussen        | - | Social Worker          |
| l) Ksymena Ratynski        | - | School Psychologist    |
| m) Nanette Renkiewicz      | - | School Psychologist    |
| n) Karen Tylenda           | - | School Psychologist    |

Moved by Mrs. Hemple, supported by Mrs. Hammonds, that the Board of Education approve the teachers being recommended for a **tenure contract** for the 2015/2016 school year.

Discussion

None

Roll Call Vote

Yeas: Hemple, Hammonds, Adkins, Nagy, Hinton

Nays: None

Abstain: Polowski (Conflict of Interest)

B. Same Sex Benefits (Informational Item)

Mr. Daryl Conrad, Director of Human Resources, stated that on June 26, 2015, the United States Supreme Court held unconstitutional, under federal law, the 2004 amendment to the Michigan Constitution, which specified that “the Union of one man and one woman in marriage shall be the only agreement recognized as a marriage.” Under this amendment, a same-sex civil union was not accorded the same legal/contractual rights under employer policies and fringe benefits plans as traditional, heterosexual marriage. The Supreme Court’s ruling struck down this law that immediately impacts the provisions of fringe benefits plans. As such, Hazel Park Schools will comply with the spirit of the law and extend health care benefits to domestic partners with a marriage certificate. Extending health care benefits to domestic partners will follow other districts such as Berkley, Birmingham and Oakland Schools who already extend benefits to domestic partners.

C. Unaffiliated Personnel Recommendation (Action Item)

- 1) Megan Fuciarelli – Director of Curriculum and Grants
- 2) Michelle LaPorte – Interim Adult Education and Vendor Program Supervisor
- 3) David Muylaert – Athletic Director

Mr. Daryl Conrad, Director of Human Resources, referenced the personnel documents that were included in the Board of Education packet regarding the three unaffiliated personnel. He read a brief summary highlighting the three employees and recommended their hire to the Board of Education.

Moved by Mr. Nagy, supported by Mrs. Hammonds, that the Board of Education approve the Unaffiliated Personnel, Megan Fuciarelli, Michelle LaPorte, and David Muylaert, as recommended.

Discussion

None

Roll Call Vote

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

Nays: None

D. H.P.A.S.A. Personnel Recommendation (Action Item)

- 1) Tammy Scholz – Hazel Park Junior High Principal

Mr. Daryl Conrad, Director of Human Resources, referenced the personnel document regarding Tammy Scholz, which was included in the Board of Education packet regarding her recommendation for Hazel Park Junior High Principal. He read a brief summary highlighting her accomplishments.

Moved by Mrs. Polowski, supported by Mr. Nagy, that the Board of Education approve the H.P.A.S.A. Personnel, Tammy Scholz, as recommended.

Discussion

None

Roll Call Vote

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

Nays: None

Each newly appointed employee thanked the Board of Education and administration for this opportunity and said a few words regarding themselves. They also thanked their family and friends for their support and asked them to stand and be recognized.

E. Director of Special Education Contract Approval (Action Item)

- 1) Judy Berger – Director of Special Education

Mr. Daryl Conrad, Director of Human Resources, stated that Judy Berger has worked for the Hazel Park School District since 1989. She has earned the respect of her staff and peers alike. The District recommends that the Board of Education approve her third party contract with Professional Educational Services Group, LLC. Mr. Conrad informed the Board of Education that as with other non-affiliated staff, Dr. Burger's contract salary has been reduced by the 8.8% required in the Deficit Elimination Plan.

Moved by Mrs. Polowski, supported by Mr. Nagy, that the Board of Education approve Judy Berger's, Director of Special Education, third party contract, with Professional Educational Services Group, LLC.

#### Discussion

Mr. James Paterson, Board Counsel, addressed the concerns regarding Dr. Judy Berger's third party contract. He stated that he has reviewed the contract and finds that it is very similar to her previous contract with a 90-day out clause. Professional Educational Services Group, LLC (PESG) offers much of the same agreements for substitutes and salary contractual employees that the District had with Temporary School Staff (TSS).

Mrs. Sue Hemple, Board of Education Secretary, said she believes Dr. Berger is the most qualified person to perform the duties of Director of Special Education. However, she told the community she would not support any of the third party employees.

#### Roll Call Vote

Yeas: Polowski, Nagy, Hammonds, Adkins, Hinton

Nays: Hemple

#### F. Monthly Financial Reports (Action)

- 1) Cash Balances Report
- 2) Electronic Fund Transfers Report
- 3) Check Register
- 4) Monthly Budget Report
- 5) DEP Monthly Budgetary Control Report

Mr. Daniel Romzek, Director of Business and Maintenance Services, stated that these reports are part of an ongoing package of regular financial reporting that we will continue to provide to the Board of Education with their agenda packets each month. This will evolve over time as needed. In the past, the check register and budget to actual financial report have been provided to the Board of Education each month. This enhanced reporting will provide significantly more financial information about the state of the district's financial position throughout the year, with current information about the School District's cash position, electronic funds transfers, and required DEP reporting to MDE. We strive to improve transparency in financial reporting to the Board and the community at large. We will continue to look at best practices in financial reporting and will provide additional enhancements, as needed. This information will be included in the monthly Board Agenda under the Consent Agenda for approval beginning in August 2015. This month these reports were listed under New Business, to provide an opportunity for Board of Education discussion. Mr. Romzek requested the Board of Education to approve and accept the Monthly Financial Reports, as presented.

Moved by Mr. Nagy, supported by Mrs. Hemple, that the Board of Education approve the Monthly Financial Reports, as presented.

#### Discussion

None

## Roll Call Vote

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

Nays: None

G. School Loan Revolving Fund Annual Loan/Repayment Activity Application Resolution  
(Action Item)

Mr. Daniel Romzek, Director of Business and Maintenance Services, stated that the District has participated in the State of Michigan School Loan Revolving Fund (SLRF) Program since 2003. This loan program provides funds to school districts to assist them in paying their semi-annual principal and interest payments on qualified bonded debt. Hazel Park's 2011 Refunding Bonds and 2012 Refunding Bonds are both qualified bonded debt with the Michigan Treasury. As part of the School District's annual participation in this program, the Michigan Treasury requires an annual loan application to be filed, which includes an adopted Board of Education resolution approving participating in the program for the year. The annual application states the annual qualified debt millage for the year, current loan balance owed, estimated borrowing amount for the year, estimated accrued loan interest for the year, and the estimated loan balance at the end of the year. Based on the 13.00 mills being levied for qualified debt service for the 2015/2016 year, the expected borrowing amount from the SLRF is approximately \$119,939.00, as computed on the Annual Loan Worksheet. Following the 2015/2016 borrowing, the District's estimated ending balance on the SLRF loan is \$20,850,447.30 at June 30, 2016. Based on this information, we recommend that the Board of Education approve the Annual Loan/Repayment Activity Application for the School Loan Revolving Fund program for the 2015/2016 fiscal year.

Moved by Mrs. Adkins, supported by Mrs. Hemple, that the Board of Education approve the School Loan Revolving Fund Annual Loan/Repayment Activity Application Resolution, as presented.

## Discussion

None

## Roll Call Vote

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

Nays: None

H. Conference Reports (Action Item)

- 1) **Jennifer Barrett-Benson**, Teacher at Edison M.A.X, attended the "Statewide Autism Resource Training" conference on October 20, November 11 – 12, December 15 – 15, 2014, January 13 – 14, February 10 – 11, March 17 – 18 and April 14, 2015 at Oakland ISD. (Conference report submitted – Title 2, Part A funds)
- 2) **Richardo Castillo**, Teacher at Edison M.A.X, attended the "Statewide Autism Resource Training" conference on October 20, November 11 – 12, December 15 – 15, 2014, January 13 – 14, February 10 – 11, March 17 – 18 and April 14, 2015 at Oakland ISD. (Conference report submitted – Title 2, Part A funds)

- 3) **Amber Delisi**, Teacher at Webb Elementary School, attended the “1<sup>st</sup> Grade MAISA Study Group” conference on Aug 6, October 23, 2014, January 9, March 20, and May 27, 2015 at Oakland ISD. (Conference report submitted – Title 2, Part A funds)
- 4) **Christopher Evans**, Teacher at Edison M.A.X, attended the “Statewide Autism Resource Training” conference on October 20, November 11 – 12, December 15 – 15, 2014, January 13 – 14, February 10 – 11, March 17 – 18 and April 14, 2015 at Oakland ISD. (Conference report submitted – Title 2, Part A funds)
- 5) **Esti Faber**, Teacher at Edison M.A.X, attended the “Statewide Autism Resource Training” conference on October 20, November 11 – 12, December 15 – 15, 2014, January 13 – 14, February 10 – 11, March 17 – 18 and April 14, 2015 at Oakland ISD. (Conference report submitted – Title 2, Part A funds)
- 6) **Jacob Linklater**, Teacher at Edison M.A.X, attended the “Statewide Autism Resource Training” conference on October 20, November 11 – 12, December 15 – 15, 2014, January 13 – 14, February 10 – 11, March 17 – 18 and April 14, 2015 at Oakland ISD. (Conference report submitted – Title 2, Part A funds)
- 7) **Jeff Spisak**, Teacher at Advantage, attended the “MCTE Fall 2014 Conference” on October 20, November 11 – 12, December 15 – 15, 2014, January 13 – 14, February 10 – 11, March 17 – 18 and April 14, 2015 at Oakland ISD. (Conference report submitted – Title 2, Part A funds)

Dr. Amy Kruppe, Superintendent, stated that the conference reports have been listed under New Business, to provide an opportunity for Board discussion. She informed the Board of Education that teachers writing conference reports is not relevant to students learning. She believes it is more beneficial for teachers to share what they learned at a conference with their colleagues. Teachers will be required to continue to complete conference requests and submit the necessary reimbursement documents. Superintendent Kruppe recommended that the Board of Education approve the listed Conference Reports and eliminate the writing portion of conference reports forthcoming.

Moved by Mrs. Polowski, supported by Mrs. Adkins, that the Board of Education approve the above stated Conference Reports and eliminate the writing portion of the conference reports. as recommended.

Discussion

None

Roll Call Vote

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

Nays: None

I. Superintendent Committees (Action Item)

- 1) International Network for Vocational Educational Skills Training, Inc. (I.N.V.E.S.T.)
- 2) 2015/2016 Start of School Kickoff



Dr. Amy Kruppe, Superintendent of Schools, spoke about the need of Superintendent Committees. Dr. Kruppe stated she would like two Board Members to sit on the International Network for Vocational Educational Skills Training, Inc. (INVEST) committee. This committee will review and collaborate a solution with the issues that currently surround I.N.V.E.S.T. Mrs. Laura Adkins, Board of Education Trustee, and Mr. Ricky Nagy, Board of Education Trustee, agreed to work with the committee.

Superintendent Kruppe informed the Board of Education that she would like to host a tailgating party for the community at the first home football game. At this event, the families would have the opportunity to meet many of the administrators and teachers. She stated that the committee would have to move swiftly to have the event planned and ready for the first home football game. Beverly Hinton volunteered to spearhead the event with the assistance of Mrs. Sue Hemple and Mrs. Rose Hammonds. Mr. Ricky Nagy stated that the whole board should be part of the planning committee. Dr. Kruppe agreed if the whole Board was available to attend the planning meetings.

Moved by Mrs. Polowski, supported by Mrs. Hemple, that the Board of Education approve the Superintendent Committees, as recommended.

Discussion

None

Roll Call Vote

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

Nays: None

J. District Charge Card Approval – Superintendent (Action Item)

Mr. Daniel Romzek, Director of Business and Maintenance Services, stated that as routine practice the superintendent and other administration have credit cards. These cards are issued in the name of the District to be used for various school purchases. Mr. Romzek stated that in the spirit of full transparency he recommends the Board of Education approve the PNC credit card application for Dr. Amy Kruppe.

Moved by Mrs. Polowski, supported by Mrs. Adkins, that the Board of Education approve the District PNC credit card application for Superintendent Amy Kruppe, as recommended.

Discussion

None

Roll Call Vote

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

Nays: None

K. Superintendent Membership Approval (Action Item)

1) ASDC Learn, Teach, Lead – Michigan and National

2) Michigan Association of School Administrators

Superintendent Kruppe stated that it is important to remain educationally informed and current on the Michigan school regulations. Dr. Kruppe asked for the Board's approval to join the ASDC Learn, Teach, Lead organization, both locally and nationally, along with joining the Michigan Association of School Administrators. She stated that if she or any other District employee were to attend a conference out of state or require an over night stay she would bring the request to the Board for approval.

Moved by Mrs. Adkins, supported by Mrs. Hemple, that the Board of Education approve the Superintendent's membership in the Michigan and National ASDC Learn, Teach, Lead, and the Michigan Association of School Administrators, as presented.

Discussion

None

Roll Call Vote

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

Nays: None

L. Approval to Hire Unaffiliated Human Resource Confidential Secretary (Action Item)

Mr. Daryl Conrad, Director of Human Resources, asked the Board of Education to approve a twelve month Confidential Secretary. He stated that it is appropriate for a director level position to obtain the needed support to assist in the administrative duties. Many of the human resource responsibilities that were previously provided by various staff members will route through a human resources office. Human resources best practices that will include processes and procedures are being set up which will comply with regulations, reduce the district's risk, and provide greater services and expertise that were once missing. This position will play a key role in setting these standards in place. Understanding the district's financial situation and the Deficit Elimination Plan, this position will be cost neutral. The restructuring of the business office most likely will result in an elimination of one secretary.

Moved by Mrs. Polowski, supported by Mrs. Hemple, that the Board of Education approve the hire of an Unaffiliated Human Resource Confidential Secretary, as recommended.

Discussion

None

Roll Call Vote

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

Nays: None

M. Approval to Hire H.P.E.A. Speech Therapists (1.5 FTE) (Action Item)

Mr. Daryl Conrad, Director of Human Resources, informed the Board of Education that it is no longer cost-effective to hire contractual employee speech therapists. Mr. Conrad explained that the District would benefit not only financially by hiring speech therapists, but these employees will be school district staff, loyal to the District, have an investment in the

success of our students, and improvement in student services. Mr. Conrad asked the Board of Education to support the hiring of one full and one part-time speech therapists.

Moved by Mrs. Polowski, supported by Mrs. Hammonds, that the Board of Education approve the hire of H.P.E.A. Speech Therapists (1.5 FTE), as presented.

#### Discussion

Mrs. Sherrie Polowski, Board Trustee, discussed with Mr. Conrad and Mr. Romzek how the salaries of these positions would be paid. Mr. Romzek stated these salaries would be appropriated from both the General and Special Education Funds.

#### Roll Call Vote

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

Nays: None

#### N. Workshops for the Board of Education and/or Administration (Informational Item)

Superintendent Kruppe spoke about scheduling board workshops with Dr. Vickie Markavitch, Ph.D., Oakland ISD, Chief Executive Officer of Field Services/Cost Recovery. Dr. Kruppe stated that there would be two workshops, both lasting 2.5 hours.

The first workshop is *What do I bring to the board table?* and the second workshop is *What do we bring to the board table?*. Dr. Kruppe asked the board members to review their calendars and advise her of what dates they are available for these two workshops to be scheduled. The third workshop will be regarding goal setting as a board. This workshop will be a full-day session, and include the entire board and administration. Dr. Kruppe asked the board to review their available Saturdays to hold this workshop.

#### O. Approval of Part A: Advertising Enrollment Campaign (Action Item)

Dr. Amy Kruppe, Superintendent, shared with the Board of Education the proposal for the advertising enrollment campaign. The Part A enrollment campaign proposal will consist of banners, posters, lawn signs, brochures, enrollment site updates, and ads in various newspapers. This phase will cost approximately \$11,200. Dr. Kruppe explained how this campaign material would be distributed. Dr. Kruppe requested approval to move forward with the Part A enrollment campaign. She explained that Part B of the enrollment campaign will be various social media feeds. When this campaign is completed she will bring it to them for approval.

Moved by Mrs. Adkins, supported by Mrs. Hammonds, that the Board of Education authorize the Administration to hire of Iconix Inc., for Part A: Advertising Enrollment Campaign, as presented.

## Discussion

Mrs. Laura Adkins, Board Trustee, expressed her concerns about the outdated District website. Dr. Kruppe stated that she is currently in discussions with the administration regarding the website. The superintendent stated that there are websites available, for a cost, which could be kept updated by the school secretaries.

Mrs. Beverly Hinton, Board President, asked why the banner was chosen to be placed at United Oaks Elementary School. Dr. Kruppe responded that the location of United Oaks Elementary School and the visibility of the banner to the public.

## Roll Call Vote

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

Nays: None

## RECOGNITION/COMMENDATION

A. Mrs. Nancy Sly, Hazel Park High School Art Teacher, would like to congratulate **Mia VanHamme** for earning another scholarship for her excellent ceramic work.

## PUBLIC DISCUSSION

A. Michael VanderVeer - Mr. VanderVeer, a representative for Hazel Park Creative Arts, announced that there will be a Pasta Dinner Fundraiser on August 21, to raise funds for the replacement of the high school kiln. Mr. VanderVeer stated that tickets are available for this fundraiser. At the fundraiser, there will be a 50/50 drawing, baskets, silent auction, among other events. If anyone would like to sponsor a piece of artwork for \$50, please contact him directly. There is also information on their website at [www.hpcreativearts.org](http://www.hpcreativearts.org), Facebook, or by emailing him at [infohpcreativearts.org](mailto:infohpcreativearts.org). He said that monetary donations for the replacement of the kiln are always welcomed.

## BOARD MEMBER AND ADMINISTRATION COMMENTS

- A. Board of Education - The Board of Education members welcomed all the newly hired employees and stated that they are very excited for the new school year to begin.
- B. Sherri Polowski Board Trustee - Mrs. Polowski, Board Trustee, suggested to board members that they sponsor a piece of artwork.
- C. Sue Hemple Board Secretary - Mrs. Hemple, Board Secretary, stated that Kmart is selling Hazel Park apparel.

D. Amy Kruppe - Dr. Kruppe, Superintendent, spoke about her excitement  
Superintendent to be the superintendent of Hazel Park Schools. She too is  
looking forward to a great school year.

ADJOURNMENT

Moved and supported that the meeting be adjourned at 8:17 p.m.

Unanimous approval.

Respectfully submitted,

Sue Hemple, Secretary  
Hazel Park Board of Education