

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 September 21, 2015, and was called to order by President Noth at 7:00 p.m.

ROLL CALL

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

Members Absent:

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, Hinton, Hemple, Hammonds, Adkins, Noth

Nays: None

PUBLIC COMMENT

No Participants

SPECIAL ORDER OF BUSINESS

A. Cranbrook Horizons-Upward Bound (HUB) Program Student Recognition

- 1) Kharisma Christian
- 2) Diamond Dawson-Sykes
- 3) Sausha Hawthorne
- 4) Erik Reyna
- 5) Tarina Rucker
- 6) Antonique Smith

Mrs. Rachel Noth, Board of Education President, invited each of the students who participated in the Cranbrook Horizons-Upward Bound (HUB) Program to introduce themselves. Then each of the students had an opportunity to tell the Board of Education briefly what the HUB program was like and the important goals they took away from the program this summer. In closing, all the HUB students recited the HUB pledge.

Dr. Darryl L. Taylor, Cranbrook Horizons-Upward Bound (HUB) Program Director, stated he was a product of this program in 1967, and the program completely changed his life. Dr. Taylor said that the HUB program goal is to prepare students with limited opportunities from the Detroit Metropolitan area to enter and succeed in post-secondary education. Dr. Taylor thanked Hazel Park Schools for the opportunity to allow the students to participate in this program. Dr. Taylor invited everyone to visit the Cranbrook Campus to see first hand the HUB Program at work.

B. Michigan Association for Pupil Transportation Recognition

1) Gina Brew

Superintendent Kruppe recognized the District's former Transportation Supervisor Mrs. Gina Brew for being named the 2015 Transportation Supervisor of the Year by the Michigan Association for Pupil Transportation for her 10th consecutive year of membership. Mrs. Brew thanked the Michigan Association for Pupil Transportation for recognizing her years of service. She also thanked the District for the years that she was able to supervise the transportation department. Mrs. Brew stated that with the transportation department being reorganized she is back as a full-time bus driver and enjoying it.

C. Introduction of Newly Hired District Employees

- 1) Jeronima Alampi – Hazel Park High School, Spanish Teacher
- 2) Otis Christopher Bauerle – Edison M.A.X., Emotional Impaired Teacher
- 3) Jason Bazner – Hazel Park High School, Social Studies Teacher
- 4) Amelia Ciaramitaro – Edison M.A.X., Social Worker
- 5) Lauren Eavenson – Webster Preschool Center, GSRP Teacher
- 6) Maria Garcia-Mumford – Webster Preschool Center, GSRP Teacher
- 7) Amanda Gohl – Hazel Park High School, Counselor
- 8) Sarah Gregory – United Oaks Elementary School and Webster Preschool Center, Speech and Language Teacher
- 9) Angela Hellow – Edison M.A.X and Early On Program, Speech Therapist
- 10) Danielle Leigh – Hoover Elementary School, First Grade Teacher
- 11) Shemika Levingston – Webster Preschool Center, GSRP Teacher
- 12) Gabriel Miller – Edison M.A.X., Emotional Impaired Teacher
- 13) Rhonda Morris – Edison M.A.X., Emotional Impaired Teacher
- 14) Lindsay Nichols – Webb Elementary School, First Grade Teacher
- 15) Chad Ossman – Hazel Park High School, Security Guard
- 16) Yevgeniya Pukalo – English Second Language Teacher, All Buildings
- 17) Jennifer Quint – Edison M.A.X., Social Worker
- 18) LaDonna Rose – Hazel Park High School, Career and Technology Foundations (CTF) Teacher
- 19) Gina Schlagel – United Oaks Elementary School, Second Grade Teacher

- 20) Adam Schwark – Hazel Park High School, Math Teacher
- 21) Heather Sneath – Edison M.A.X., Social Worker
- 22) Blair Trombly – Advantage, Special Education Teacher
- 23) Laura Truesdel – Webster Preschool Center, GSRP Teacher

Dr. Amy Kruppe, Superintendent, stated that while the District made significant cuts at the end of the school year the District is very fortunate to be able to call back all teachers who had not found other employment with the exception of one teacher who remains on lay-off.

Mr. Daryl Conrad, Director of Human Resources, asked each newly hired teacher to introduce themselves and announce their position.

CONSENT AGENDA (Action Item)

A. Approval of Minutes

- 1) August 11, 2015, Special Meeting – Board Workshop, Session #1
- 2) August 12, 2015, Special Meeting – Board Workshop, Session #2
- 3) August 17, 2015, Regular Meeting and Closed Session

B. Notes of Appreciation

- 1) Darcy Platt - Teacher - Acknowledges the expression of sympathy from the Board of Education at the time of her mother-in-law's death (Sherry Lynn Platt).
- 2) Amy Kruppe, Ed.D. - Superintendent - Expresses her appreciation to the Board of Education for the apron that was presented to her last month to wear at the Hazel Park Hometown Family Huddle event.

C. Resignations and Retirements

- 1) Carla Brown - Counselor - Informs the Board of Education of her intention to resign effective August 20, 2015.
- 2) Jennifer Bryson - Teacher - Informs the Board of Education of her intention to resign effective August 18, 2015.
- 3) Amy Chimovitz - Teacher - Informs the Board of Education of her intention to resign effective September 1, 2015.
- 4) Esther Faber - Social Worker - Informs the Board of Education of her intention to resign effective August 31, 2015.
- 5) Ashley Filpula - Teacher - Informs the Board of Education of her intention to resign effective August 31, 2015.
- 6) Scott Hill - Teacher - Informs the Board of Education of his intention to resign effective August 31, 2015.

- 7) David Higginbotham - I.N.V.E.S.T. Teacher - Informs the Board of Education of his intention to resign effective September 4, 2015.
- 8) Patricia Hillaka - Teacher - Informs the Board of Education of her intention to resign effective September 11, 2015.
- 9) Shannon O'Brien - Paraprofessional - Informs the Board of Education of her intention to resign effective August 31, 2015.
- 10) Jacob Parker - Paraprofessional - Informs the Board of Education of his intention to resign effective September 2, 2015.
- 11) Michael Randall - Maintenance - Informs the Board of Education of his intention to retire effective September 30, 2015.
- 11) Lauren Roach - Teacher - Informs the Board of Education of her intention to resign effective August 31, 2015.
- 12) Kayla Roberts - Teacher - Informs the Board of Education of her intention to GSRP resign effective August 28, 2015.
- 12) Margaret Robidou - Secretary - Informs the Board of Education of her intention to retire effective September 30, 2015.
- 13) Robert Shoemaker - Paraprofessional - Informs the Board of Education of his intention to resign effective September 11, 2015.
- 14) Justin Thomas - Paraprofessional - Informs the Board of Education of his intention to resign effective September 9, 2015.
- 14) Esther Thureau - Paraprofessional - Informs the Board of Education of her intention to retire effective September 1, 2015.
- 15) Lisa Vanderhagen - Teacher - Informs the Board of Education of her intention to resign effective August 31, 2015.
- 16) Dalbert Walker - Paraprofessional - Informs the Board of Education of his intention to resign effective September 1, 2015.

D. Hazel Park Educational Association (H.P.E.A.) Official Recall

- 1) Elizabeth Flanigan - Hazel Park High School and Hazel Park Junior High School, PE and Health Teacher
- 2) Kevin Gallatin - Hazel Park High School, Math Teacher
- 3) Sarah Ley - Hoover Elementary School, First Grade Teacher
- 4) Nora Rayes - United Oaks Elementary School, Fifth Grade Teacher
- 5) Kyle Rowley - Hazel Park High School, PE and English Teacher

E. New Hire Personnel Recommendations (1.0 FTE)

- 1) Jeronima Alampi – Hazel Park High School, Spanish Teacher
- 2) Otis Christopher Bauerl – Edison M.A.X., Emotional Impaired Teacher
- 3) Jason Bazner – Hazel Park High School, Social Studies Teacher
- 4) Lauren Eavenson – Webster Preschool Center, GSRP Teacher
- 5) Maria Garcia-Mumford – Webster Preschool Center, GSRP Teacher
- 6) Amanda Gohl – Hazel Park High School, Counselor
- 7) Sarah Gregory – United Oaks Elementary School and Webster Preschool Center, Speech and Language Teacher
- 8) Danielle Leigh – Hoover Elementary School, First Grade
- 9) Shemika Levingston – Webster Preschool Center, GSRP Teacher
- 10) Gabriel Miller – Edison M.A.X., Emotional Impaired Teacher
- 11) Rhonda Morris – Edison M.A.X., Emotional Impaired Teacher
- 12) Lindsay Nichols – Webb Elementary School, First Grade Teacher
- 13) Chad Ossman – Hazel Park High School, Security Guard
- 14) Yevgeniya Pukalo – English Second Language, All Buildings
- 15) Jennifer Quint – Edison M.A.X., Social Worker
- 16) LaDonna Rose – Hazel Park High School, Career and Technology Foundations (CTF) Teacher
- 17) Gina Schlagel – United Oaks Elementary School, Second Grade Teacher
- 18) Adam Schwark – Hazel Park High School, Math Teacher
- 19) Heather Sneath – Edison M.A.X., Social Worker
- 20) Blair Trombly – Advantage, Special Education Teacher
- 21) Laura Truesdel – Webster Preschool Center, GSRP Teacher

F. Monthly Financial Reports

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

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

Roll Call Vote

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

Nays: None

UNFINISHED BUSINESS

None

NEW BUSINESS

A. Promise Zone Update (Informational Item)

Ms. Kayla Roney-Smith, Promise Zone Director, thanked the Board of Education and Administration for inviting Dr. Taylor and the HUB students to the Board of Education Meeting.

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

- The Promise Zone has paid nearly all of the fall semester university scholarship. However, the Oakland Community College (OCC) scholarships have not been sent. The Promise Zone is waiting to be invoiced by OCC.
- The Promise Zone has been awarded a \$5000 Reach Higher High School Grant through the Michigan College Access Network. This grant is to be used for the statewide initiative programs.
- Ms. Roney-Smith stated that students will be visiting various colleges this fall.
- College representatives will be visiting high school students in the next few weeks.
- The Electrical Industry Training Center representative recently met with Dr. Kruppe and the Promise Zone members. During their meeting the representative invited them and eight students to the fall open house, which will take place in November.
- The Promise Zone Board members completed the second of three parts of Board Development training. Next month will be the final training session. Dr. Kruppe, Superintendent, and other city leaders have taken part in the training sessions.

B. Business Update

1) Professional Policy Review Services with NEOLA, Inc. (Action Item)

Mr. Daniel Romzek, Director of Business Services, stated that he recommends that the Board of Education subscribe to a policy development and updating service provided by NEOLA, Inc., through its affiliation with the Michigan Association of School Boards (MASB). Mr. Romzek stated that effective board policies and administrative guidelines are essential to the success of successful and effective school district governance and operation. The ongoing updates to policies and administrative guidelines require significant time and attention on a regular basis. Currently, the Hazel Park Board of Education policies are in serious need of updating, and there are many policies that are outdated due to new state statutes. Also, many current policies have little or no administrative guidelines. The MASB has developed a partnership with NEOLA to offer uniform school policies and guidelines to better serve Michigan school districts. This partnership provides comprehensive policy services to MASB members, to work with the Board of Education, administrators, and committees to develop a comprehensive policy manual that suits each school district client's needs. Every bylaw, policy, and administrative guideline is prepared by legal counsel, provided by NEOLA as part of their service fee, and customized to the District's unique circumstances through choices made by the Board and administrative team. A NEOLA consultant works with the school District's team to develop the bylaws, policies, and administrative guidelines that meet the needs of the school District. The end products align

with current school law and court decisions and are indexed, cross-referenced, and cross-checked. The final manual contains legal citations, footnoted reference material, a comprehensive index, and a cross-referencing system. NEOLA's approach to the bylaw, policy, and administrative guideline development is through the use of best practice templates that are customized and modified based on the school district's unique needs. NEOLA also provides legal assistance or consultation to client school districts for claims that may arise out of the policies they develop for the school district. Currently, 430 Michigan school districts work with NEOLA for their policy services. NEOLA provides services that focus on the following three main components:

- 1) The Vision/Goals – The vision/goals are tied to the fundamental mission of the school District.
- 2) The Policy – The policy developed is a clear, concise description of what the Board wants or does not want to happen.
- 3) The Objectives/Outcome – The objectives/outcomes are focused on what the policy is accomplishing in the policy.

NEOLA has provided pricing to Hazel Park Schools, as follows:

- Bylaws and Policies Development Services \$9,250 one-time fee for the development of a complete set of bylaws and policy manual.
- One-time fee includes up to 24 hours of face-to-face consultation in up to five (5) sessions with the NEOLA consultant and up to 50 hours of processing time in preparing the bylaws and policies developed by the committee.
- Fees include: \$1095 service fee to update subscription, generally once per year. \$9,250 one-time fee for the development of a complete set of administrative guidelines that support the school District's bylaws and policy manual. This one-time fee also provides access to a comprehensive set of standard forms (approximately 300 available) that support the guidelines that are developed.
- One-time fee includes up to 24 hours of face-to-face consultation in up to five (5) sessions with the NEOLA consultant and up to 50 hours of processing time in preparing the administrative guidelines developed by the committee.
- If Administrative Guideline Development Services are selected at the time of the Bylaws and Policy Development Services, the one-time payment is due one year after the invoice for the policy services, which allows the school District to spread these costs over two fiscal years.
- Electronic Publishing Services: \$4,900 one-time fee for the creation of a dedicated website that publishes the school District's developed bylaws, policies, and administrative guidelines.

Currently, \$10,000 has been budgeted in the 2015/2016 budget for policy development services. If this recommendation is approved by the Board of Education, we would need to increase this budget by \$1,700 in the fall budget amendment to cover the expected costs for this consulting agreement, along with continued funding in the 2016/2017 budget. Based on this information, Mr. Romzek recommends that the Board of Education approve the

consulting services proposal from NEOLA, Inc. for Bylaws and Policies Development Services, Administrative Guidelines Development Services, and Electronic Publishing Services totaling \$23,400, to be paid over the 2015/2016 and 2016/2017 fiscal years, and related periodic updates, as outlined.

Moved by Mrs. Polowski, supported by Mrs. Hemple, that the Board of Education approve the consulting services proposal from NEOLA, Inc. for Bylaws and Policies Development Services, Administrative Guidelines Development Services, and Electronic Publishing Services totaling \$23,400, to be paid over the 2015/2016 and 2016/2017 fiscal years, and related periodic updates, as outlined.

Discussion

Dr. Kruppe and Mr. Romzek responded to various questions regarding the Board of Education Bylaws and Policies development with NEOLA, Inc.

Roll Call Vote

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

Nays: None

- 2) Amendment to the International Network for Vocational Educational Skills Training, Inc. (I.N.V.E.S.T.) Education Services Agreement (Action Item)

Mr. Daniel Romzek, Director of Business Services, recommended the Board of Education amend the vendor Education Services Agreement and Roosevelt School Lease Agreement with International Network for Vocational Educational Skills Training, Inc. (I.N.V.E.S.T.). Hazel Park Schools has partnered with International Network for Vocational Educational Skills Training, Inc. (I.N.V.E.S.T.) through an Educational Services Agreement for Alternative Education since 2008. I.N.V.E.S.T. currently leases the Roosevelt School from the District to house the educational programs under contract. Mr. Romzek stated the District is recommending the approval of amendments to the Educational Services Agreement and related Lease Agreement with I.N.V.E.S.T. I.N.V.E.S.T. has offered two alternative programs in partnership with Hazel Park Schools over the past several years, which has resulted in millions of dollars of positive net revenue to the District over the years. During the 2014/2015 year, the School District received net revenue of \$896,250 through its two Educational Service Agreements and related Lease Agreements with I.N.V.E.S.T.

The I.N.V.E.S.T. Roosevelt program offers educational services to approximately 235 high school students in an alternative education setting at the Roosevelt School. The I.N.V.E.S.T. Grace program has offered educational services to approximately 200 elementary and junior high school students in an alternative education setting at Longfellow School through a separate Educational Services Agreement and lease agreement for the Longfellow School. During the summer of 2015, I.N.V.E.S.T. decided to close the I.N.V.E.S.T. Grace program for the 2015/2016 year and has terminated its lease with the school District for the Longfellow School building effective August 31, 2015.

The District is recommending the following amendments to the I.N.V.E.S.T. Roosevelt Educational Services Agreement and related Roosevelt School Lease Agreement:

- Five-year agreements for the period of July 1, 2015, through June 30, 2020, with corresponding lease agreement term for the Roosevelt Building.
- I.N.V.E.S.T. shall be provided with a service fee equal to an 80% flat rate of the state foundation allowance provided to Hazel Park Schools each year (\$7,614 for 2015/2016), based on the blended enrollment for the year, as determined by the School Aid Act (90% fall and 10% previous February counts), with the following provisions:
 - Eliminate the difference in rate between resident and non-resident students.
 - Eliminate the graduated rate based on student enrollment.
- School District shall annually earmark state and federal grant resources to provide additional student support services.
- School District shall assist I.N.V.E.S.T. with providing students with online learning opportunities.
- School District shall provide meal services through the food service program, as operated under the National School Lunch Program.
- School District shall include I.N.V.E.S.T. teachers in district-wide professional development activities.
- Additional contract language changes for updating liability insurance language, adding Family Educational Rights and Privacy Act (FERPA) language to align with current state law, and adding language regarding legally required school employee criminal background checks, to align with current state law.

The recommended amendments to the Educational Service Agreement will result in a higher service fee to I.N.V.E.S.T. of six percentage points over the 2014/2015 contract amount of 74%, which will result in reduced estimated net revenue to Hazel Park Schools of \$107,400. Furthermore, the recommended amended Lease Agreement will result in a reduction of annual building rent of \$52,500. The combined total reduced estimated 2015/2016 revenue to Hazel Park Schools is \$159,900 for the I.N.V.E.S.T. Roosevelt program. In addition to the reduced revenue from the amended I.N.V.E.S.T. Roosevelt agreements, the discontinuation of the I.N.V.E.S.T. Grace program will result in additional reduced budgeted revenue to Hazel Park Schools of approximately \$395,900. In total, the District will experience decreased revenue in the 2015/2016 year estimated at \$555,800 from its contracts with I.N.V.E.S.T. This significantly reduced expected revenue will be reflected in the fall 2015 General Fund budget amendment. The District has developed a positive relationship with I.N.V.E.S.T. over the years, and it is mutually beneficial to continue this vendor relationship, even at the reduced revenue levels resulting from the I.N.V.E.S.T. Roosevelt contract amendments and the closure of the I.N.V.E.S.T. Grace program. If approved, the remaining I.N.V.E.S.T. Roosevelt program will generate an estimated net revenue to the School District of \$357,900.

Based on this information, it is recommend that the Board of Education approve the Amendment to the Education Services Agreement with International Network for Vocational Educational Skills Training, Inc. (I.N.V.E.S.T.).

Moved by Mrs. Hemple, supported by Mrs. Adkins, that the Board of Education approve the Amendment to the International Network for Vocational Educational Skills Training, Inc. (I.N.V.E.S.T.) Education Services Agreement, as presented.

Discussion

Dr. Kruppe and Mr. Romzek held a conversation with Mrs. Sherrie Polowski, Board Trustee, Mr. Ricky Nagy, Board Trustee, and Laura Adkins, Board Trustee, regarding the loss of the I.N.V.E.S.T. Program at Longfellow Elementary School, pupil loss at the Roosevelt I.N.V.E.S.T. Program, contract extension, I.N.V.E.S.T. opening a charter school in Madison Heights, providing support services and I.N.V.E.S.T. providing their own custodial services.

Roll Call Vote

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

Nays: None

- 3) Amendment to the International Network for Vocational Educational Skills Training, Inc. (I.N.V.E.S.T.) Roosevelt School Lease Agreement (Action Item)

Mr. Daniel Romzek, Director of Business Services, stated that this is part II of the International Network for Vocational Educational Skills Training, Inc. (I.N.V.E.S.T.) Roosevelt School Lease Agreement. Currently I.N.V.E.S.T. pays the District for leasing Roosevelt School; within this lease agreement the District is reimbursement for the cost of two custodians. It is also agreed that the District will take care of the general maintenance of Roosevelt School.

Following extensive discussions and negotiations, the District has reached a tentative agreement with I.N.V.E.S.T. for the I.N.V.E.S.T. Roosevelt program and related building lease.

Lease Agreement for Roosevelt Building to be amended as follows:

- \$1 annual rent.
- I.N.V.E.S.T. shall provide their own custodial services at their cost for both day and evening custodial services.
- School District shall continue to provide general repairs and maintenance to the building structure and fixtures at no cost. Such services include mowing and snow removal of the school site and grounds, and repairs/maintenance of heating/cooling, electrical, and plumbing systems. I.N.V.E.S.T. shall reimburse School District for costs of parts, as previously agreed in the Lease Agreement.
- I.N.V.E.S.T. shall continue to pay for utility services.

Mr. Romzek stated that the five-year agreement is for the period of July 1, 2015, through June 30, 2020, with a corresponding lease agreement term for the Roosevelt Building.

Based on this information, it is recommend that the Board of Education approve the first amendment to the Roosevelt School Lease Agreement, and authorize the Superintendent to finalize terms and conditions with legal counsel, and execute the final agreements, as presented.

Moved by Mrs. Adkins, supported by Mrs. Hemple, that the Board of Education approve the first amendment to the Roosevelt School Lease Agreement, and authorize the Superintendent to finalize terms and conditions with legal counsel, and execute the final agreements, as presented.

Discussion

Dr. Kruppe and Mr. Romzek held a conversation with Mrs. Sue Hemple, Board Secretary and Mrs. Laura Adkins, Board Trustee regarding the lease payment, and grant funding.

Roll Call Vote

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

Nays: None

- 4) International Network for Vocational Educational Skills Training, Inc. (I.N.V.E.S.T.)
Online Academy Education Services Agreement (Informational Item)

Mr. Daniel Romzek, Director of Business Services, gave the Board of Education an update on the I.N.V.E.S.T.'s Online Academy classes. The students will need to report to the home base Roosevelt I.N.V.E.S.T. building one day a week for the student instructional piece of their online classes. These online classes are offered through seat time waivers. Mr. Romzek stated that he, Dr. Kruppe, and Mrs. LaPorte had worked with I.N.V.E.S.T. to develop this online educational piece. This program is expected to generate some enrollment that will help offset some of the revenue loss from the I.N.V.E.S.T. Grace Elementary and Middle School. The agreement for this program will be very similar to the agreements that the Board approved in action items 2 and 3. The District is in discussion with legal counsel regarding the agreement details. The District has provided a letter of understanding to I.N.V.E.S.T. regarding this program until all the agreement details can be finalized.

- 5) Request for Proposals (RFP) for Facility Utilization and Conditions Assessment
Professional Services Contract (Action Item)

Mr. Daniel Romzek, Director of Business Services, stated that the District has prepared a Request for Proposals (RFP) for the development of a comprehensive facility conditions assessment and utilization study, to assist the Board in the decision-making process in developing a facility plan for the School District's Sinking Fund, and he recommended the approval of the RFP. The assessment will include comprehensive reports of buildings and components to provide the School District a multi-year capital investment plan that will identify the need for immediate repairs, preventative maintenance, and deferred maintenance for the District. The final report will include an overall condition of building and components; including, but not limited to materials used, manufacturers, age, and conditions. The assessment will also include a report of current facility utilization and identification of optimization opportunities to be used for facilities planning and management purposes, optimizing available space, and minimizing operating expenditures, including but not limited to, utilities, maintenance/repairs, and water/sewer, electricity, natural gas utility costs. The cost for this study will be paid from the School District's Building and Site Sinking Fund.

Oakland Schools' Procurement Department assisted in developing and issuing the RFP document. The District recommends that the Board of Education approve the Request for Proposals (RFP) for a Facility Utilization and Conditions Assessment Professional Services Contract, as presented.

Superintendent Kruppe stated that having a Facility Utilization and Conditions Assessment of the District was one of the Deficit Elimination Plans (DEP) requirements.

Moved by Mr. Nagy, supported by Mrs. Adkins, that the Board of Education approve the Request for Proposals (RFP) for a Facility Utilization and Conditions Assessment Professional Services Contract, as presented.

Discussion

Mrs. Laura Adkins, Board Trustee, and Mr. Romzek discussed a few irregularities that she found in the RFP report.

Roll Call Vote

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

Nays: None

6) Special Board of Education Meeting – Audit Approval (Informational Item)

Mr. Daniel Romzek, Director of Business Services, stated that his department and the District auditors are working on the audit that has to be submitted to the state by November 1. Mr. Romzek stated that the District is looking to schedule a Special Board of Education meeting in late October for the purpose of the 2015 audit presentation, present and recommend the first General Fund Budget Amendment, and present a draft of the new Enhanced Deficit Elimination Plan.

Mr. Romzek informed the Board of Education that the District has received notification that the financial oversight of Hazel Park School has been transferred from the Michigan Department of Education (MDE) to the Department of Treasury. Since the District has been in financial deficit for more than five years, the new early warning statutes require oversight to be transferred from Michigan Department of Education to the Department of Treasury. Hazel Park Schools is one of only sixteen Michigan school districts that have been transferred to the oversight of Treasury. The new statute gives broad powers to Treasury to develop and implement oversight measures to ensure that these long-time deficit districts file and adhere to new Enhanced Deficit Eliminations (EDEP) and demonstrate their plans to work themselves out of financial deficit within five years, or face a state takeover. While we have not been provided with the form and structure of the EDEP, we anticipate that it will more comprehensive than the District's current approved DEP. Figures from this year's audit report, along with the first budget amendment being developed this fall will be used in developing Hazel Park's EDEP, which will be required to submitted to the state in early 2016. We are waiting for further clarification and direction from Treasury on the form and content of the EDEP.

7) Monthly Business Update (Informational Item)

Mr. Daniel Romzek, Director of Business Services, and Controller Josie Petitta continue to work with the District's auditors from Buss & Company CPAs as they complete the annual financial statement audit for the fiscal year that ended June 30, 2015. The auditors were in the District performing their fieldwork during the last two weeks of August. Their fieldwork took six days this year, compared to four months last year. We were ready for them when they arrived, as we had financial records and supporting schedules prepared and reconciled prior to their arrival. The auditors have expressed their appreciation for the completeness of the school district's accounting records and the preparedness of the business office staff for their audit, especially as compared with the 2014 audit. Over the coming weeks, they will finalize their audit and prepare the year-end audit report and financial statements. We are planning to have them present the 2015 audit and recommend its acceptance at a Board of Education in October. The District reported to you last month that we anticipate that the actual 2014/2015 General Fund financial results will be less than the \$5.4 million final budgeted preliminarily. The 14/15 financial results appear to be showing a better outcome than the final budget. This is good news, as there were no major surprises in the final accounting from what we had anticipated in the final budget. We are on pace to have the audit finalized in the next six weeks, in time to submit it to the state before the November 1, 2015 submission deadline.

As the District finalizes the year-end audit, we turn our attention to preparing the first amendment to the 2015/2016 budget. The final 2014/2015 figures serve as the starting point for this process. We will develop a comprehensive budget amendment based on detailed financial analysis of each program and underlying supporting schedules. With the school year in full swing, we can now quantify staffing costs for employee salaries and benefits, which comprise a significant majority of the budget's makeup. We will also be able to develop more accurate revenue estimates once the fall student count takes place in early October. The budget amendment will also include adjustments for federal and state grant programs, and we will need to adjust out the revenue and related costs associated with the \$9.5 million long-term operating loan that we had built into the approved Deficit Elimination Plan (DEP), as we don't anticipate that the Department of Treasury will support the issuance of this loan.

Mr. Romzek updated the Board of Education on the Chartwells Food Service. He stated that process has been challenging since the start of the year. The major challenges have been related to slow serving lines; inexperienced food service staff; product shortages in some buildings; and inconsistencies in service from day to day and building to building. The first few serving days were the most challenging. Chartwells is making slow progress each day, as they work to develop workflow processes and train their staff. Mr. Romzek continues to closely monitor the operations on a daily basis and has been working closely with the Chartwells leadership to quickly address concerns.

Mr. Ricky Nagy, Board Trustee, thanked Mr. Romzek for his diligence in working through this new meal process in the District. Mrs. Beverly Hinton, Board Vice President, is pleased to see the Jardon students receive adult meal portions.

The District continues to monitor transportation services under the supervision of Ferndale Schools. Overall, the start-up of transportation services has gone well. We experienced a minor issue with student lists for some Special Education students due to incomplete information generated from the MISTAR student information system. Once this problem was identified on the first day of school, we were able to gather the needed student information and included them in bus routes for the second day of. Drivers are working out drive times and seem to be gaining efficiency each day.

C. Human Resource Update

Mr. Daryl Conrad, Director of Human Resources, asked the Board of Education to add a new H.P.E.A. hire to the agenda for approval, since she was not included in the Consent Agenda. Angela Hellow has been hired as a Speech and Language Therapist, Non-Tenure Ancillary Teacher, at Edison M.A.X. and the Early On Program.

Moved by Mrs. Polowski, supported by Mr. Nagy, that the Board of Education approve Angela Hellow for non-tenure ancillary service status for the 2015/16 school year.

Discussion

None

Roll Call Vote

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

Nays: None

New hire Angela Hellow was also Board approved at the August 17, 2015 Regular Board of Education Meeting.

1) SET SEG Proposal for Affordable Care Act (ACA) Tracking and Reporting (Action Item)

Mr. Daryl Conrad, Director of Human Resources, informed the Board of Education of some of the requirements by the Affordable Care Act. Employers with 50 or more full time employees are required to offer health coverage to their employees who average 30 hours per week or more. Employers must also offer minimum value coverage to at least 70% (in 2015) or 95% (in 2016) of full time employees. Minimal value is defined as covering 60% of the expected total claims. It must be affordable, meaning that for single coverage, the employee's cost share must be less than 9.5% of an employee's W-2 Box 1 income. Employers who fail these requirements may face penalties from the Federal Government. Employers must designate a "Standard Measurement Period" to determine if the employee is meeting or exceeding the 30-hour per week, an "Administration Period" to offer benefits and a "Stability Period" in order to determine on-going eligibility. Employers are additionally required to complete and file forms with the IRS and to their employees in early 2016. Mr. Conrad recommends to the School Board that the District enter into an agreement with SET SEG to provide these services. The proposal is provided within the School Board package. These services can be provided for a one-time payment of \$8,340 per year. There is sufficient room in the budget for this expense as SET SEG discontinued a \$3,750 month consulting fee early this past summer.

Moved by Mrs. Adkins, supported by Mrs. Polowski, that the Board of Education approve the SET SEG Proposal for the Affordable Care Act (ACA) Tracking and Reporting Service for a one-time payment of \$8,340 per year.

Discussion

None

Roll Call Vote

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

Nays: None

- 2) Personnel Transfers (Informational Item)
 - a) Teachers
 - b) Secretaries
 - c) Paraprofessionals

Mr. Daryl Conrad, Director of Human Resources, updated the Board of Education regarding District personnel transfers.

- Nancy Anderson – Secretary, Displaced from Adult Education to Principal’s Secretary, Hoover Elementary
- Sandra Jeup – Secretary, Displaced from High School to Special Education Director’s Clerk, Central Office
- Barbara Hevicon – Information Systems Secretary, High School to Pupil Accounting Director’s Secretary, Central Office
- Catherine Evans – Special Education Director’s Clerk, Central Office to Principal’s Secretary, Edison M.A.X
- Christine Martin – Business Office, Central Office to Principal’s Secretary, Webb Elementary
- Laura Weidman – Pupil Accounting, Central Office to HR Confidential Secretary, Central Office
- Ramona Souleyrette – Business Office Secretary, Central Office to Information Systems Secretary, High School
- James Bellini – Social Worker, Edison MAX to Social Worker, Jardon
- Franci Atcho – Math Teacher, High School to Technology Coach, Central Office
- Stacie Martin – 5th Grade, Webb to Computers, Junior High School
- Kyle Rowley – PE and Life Skills (.60 FTE), Junior High School to PE and English (1.0 FTE), High School

D. Curriculum Update**1) Summer School Update (Informational Item)**

Dr. Amy Kruppe, Superintendent, reported on the District's 2015 summer school program. She stated that at the junior high, we had 80 incoming 6th, 7th, and 8th graders, identified by their teachers as needing extra supports in math and or/reading. During their time in summer school, their progress was tracked using SuccessMaker and basic inventories. All students showed a minimum of 80% mastery in reading skills through the course of summer school. At the high school, we had 73 students between the two sessions offered. If a student was enrolled in both sessions, they were able to capture a full credit. During their time in summer school, students worked in an online platform as well as receiving direct instruction in the four content areas, math reading, science and social studies as needed. 78% of the classes taken were passed for credit redemption. Students paid \$50 per course with a \$25 refund after successful completion of the course. The District looks forward to continuing summer school in the future.

E. Technology Update**1) Chromebook Insurance (Action Item)**

Mr. Ryan Stefanski, Director of Technology and Custodian Services, stated that with the implementation of our 1:1 Chromebook Initiative, he would like to recommend the purchase of insurance for the Chromebooks. He reviewed the number of Chromebooks and iPads that have been distributed to the schools. He states that quotes were received from GoCare and Worth Ave. Group, with Worth Ave. Group providing a more cost-effective solution. Worth Ave. Group will provide insurance coverage for the following conditions:

- Accidental Damage - includes drops/cracked screens/liquid spills
- Liquid Submersion
- Theft
- Fire/Flood Damage
- Vandalism
- Natural Disasters
- Power Surge Due To Lightning

Conditions which are not covered, include:

- Loss
- Mechanical Defects
- Intentional Damage

Insurance claims are unlimited and will cover the full value of the device (\$250). Worth Ave. Group will provide this coverage for 2,100 devices at a cost of \$15.72 per device, totaling \$33,012 annually. This cost will be covered using grant funds from the Technology Readiness Infrastructure Grant (TRIG).

Moved by Mr. Nagy, supported by Mrs. Polowski, that the Board of Education approve the Worth Ave. Group coverage for 2,100 devices at a cost of \$15.72 per device, totaling \$33,012 annually, paid for from the Technology Readiness Infrastructure Grant (TRIG), as presented.

Discussion

None

Roll Call Vote

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

Nays: None

2) Website Committee Update (Information Item)

Mr. Ryan Stefanski, Director of Technology and Custodian Services, updated the Board of Education regarding the Website Committee. Mr. Stefanski stated that the committee consists of Ms. Megan Fuciarelli, Curriculum Director; Dr. Amy Kruppe, Superintendent; Mr. Nagy, Board Trustee; Mrs. Rose Hammonds, Board Trustee and himself. On Thursday, September 10, the committee met to review proposals from four website vendors, Ed Leo Website Designs, Oxford Website Design Solutions, SchoolWires k12 Websites and Iconix Websites. They used a matrix to evaluate each of the proposals. The matrix covered the start up cost, annual fee, how long it will take the District to migrate to a new site, what will be the login process, will it be able to tie to one of the Districts current servers, will it integrate to google single sign in, is there an approval process, what website platform does the website use, does it have capability to migrate a document on a set date and expire documents, is the calendar searchable, does it have photo and video integration, and training methods. The committee viewed model sites from each of the companies. The committee eliminated Ed Leo Website Designs and Oxford Website Design Solutions, for various reasons. The committee plans to continue to look into SchoolWires k12 Websites and Iconix Websites.

F. Superintendent Update

1) Staffing Approval (Action Item)

Dr. Amy Kruppe, Superintendent, informed the Board of Education that the high school enrollment is up significantly from last school year. She indicated that the administration has been evaluating the professional needs at the high school to bring class sizes down, not to exceed 30 students. Students need classes that will be academically relevant and will benefit the students in becoming career and college ready. To help balance the student's requirements Dr. Kruppe recommends hiring a Science Teacher (1.0 FTE) to teach chemistry and biology, a Math Teacher (1.0 FTE) to teach algebra, a Social Studies Teacher (.50 FTE) to teach Economy and Civics, a Spanish Teacher (.50 FTE) and a teacher to teach Art Education and Industry Technology (.50 FTE).

Moved by Mrs. Polowski, supported by Mr. Nagy, that the Board of Education approves hiring a Science Teacher (1.0 FTE), a Math Teacher (1.0 FTE), a Social Studies Teacher (.50 FTE), a Spanish Teacher (.50 FTE) and an Art Education and Industry Technology Teacher (.50 FTE), as presented.

Discussion

None

Roll Call Vote

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

Nays: None

Dr. Kruppe recommended the Board of Education hire a third full-time security guard for the high school. She stated that last school year at the high school there were a total of eleven security guards and hall monitors. With the increased number of students in the halls as well as students going in and out for lunch, two security guards are not sufficient for keeping our students safe, and the school secure, especially at the end of the school day.

Moved by Mrs. Adkins, supported by Mrs. Hemple, that the Board of Education approve the hiring of one full time full time security guard for Hazel Park High School, paid for from the 31a At-Risk Grant Funds, as presented.

Discussion

Mrs. Sherrie Polowski, Board Trustee, asked if the security guard would be paid for from any grant funding. Dr. Kruppe stated that the security guard would be paid from the 31a At-Risk Grant Funds, just as the other two guards are paid.

Roll Call Vote

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

Nays: None

Dr. Kruppe explained that currently the junior high does not have any paraprofessionals monitoring breakfast or lunch meals. In the past teachers would monitor meals. Currently, meals are monitored by the administration at the junior high. However, this is not an appropriate use of their time when they need to be in classrooms, observing teachers, taking care of discipline or attending meetings outside the building. Each elementary building has two paraprofessionals at breakfast and five at lunch. Dr. Kruppe recommends to the Board of Education to hire two paraprofessionals for breakfast and three for lunchtime.

Moved by Mrs. Adkins, supported by Mrs. Hammonds, that the Board of Education approve the hiring, if considered necessary, of two paraprofessionals for breakfast and five for lunchtime at each of the elementary schools and two paraprofessionals for breakfast and three for lunchtime at Hazel Park Junior High, as presented.

Discussion

Mrs. Sherrie Polowski, Board Trustee, asked if adding paraprofessionals at both breakfast and lunch at the junior high would allow some of the current paraprofessionals the opportunity to gain additional hours. Dr. Kruppe stated that paraprofessionals could possibly increase their hours or bid for one of the posted positions. Mrs. Laura Adkins, Board Trustee, asked that the roles of Chartwells and the District in meal serving be explained. Dr. Kruppe stated that Chartwells prepares and provides the meals to the students, and the District provides the supervision of the students. Mr. Daniel Romzek, Director of Business Services, stated that in

previous years the paraprofessionals worked side-by-side with the AFSCME kitchen employees in preparing and providing the student meals as well as supervising the students. Mr. Daryl Conrad, Director of Human Resources, stated that the paraprofessional meal positions at the junior high could be approximately 6 to 8 hours weekly. Dr. Kruppe stated that the positions could possibly be longer than eight hours.

Roll Call Vote

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

Nays: None

Dr. Amy Kruppe, Superintendent, stated that she would like to propose the hire of one, possibly two full-time paraprofessionals that would be paid for from 31a At-Risk Grant Funds. These paraprofessionals will offer support for students in need of classroom assistance, based on their behavior issues. An Edison M.A.X. special education staff member will train the paraprofessional. Currently the District has a situation with a kindergarten student that would benefit from this type of support. The District would like to support the general education teacher and classroom to help make the student successful in their home classroom for as long as possible. It is the hope of the District that with the paraprofessional support the student would not automatically be placed in an Alternative Program. If it becomes necessary to place a student in another program, the District would want the student to remain in their home school until all the necessary evaluations are completed. This would help to ensure the proper school transfer, or if necessary an Oakland Schools placement. Dr. Kruppe stated that if the paraprofessional were not working in a selected classroom to support a situation that paraprofessional would be offering extra behavioral support in other ways. Dr. Kruppe recommended to the Board of Education the hiring of one full-time paraprofessional with the potential of hiring a second full-time position, to support students in need of classroom assistance.

Moved by Mrs. Adkins, supported by Mrs. Hammonds, that the Board of Education approve the hiring of one full-time paraprofessional with the potential of hiring a second full-time position, to support students in need of classroom assistance, paid for from the 31a At-Risk Grant Funds, as presented

Discussion

None

Roll Call Vote

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

Nays: None

Superintendent Kruppe stated that she is recommending to the Board of Education that the District restore one Community Schools Representative position for one year then evaluate if the positions goals have been accomplished. This position will be 40 hours a week, at \$14 an hour, paid out of Title I funding. This employee will report to Dr. Kruppe at Central Office. Dr. Kruppe stated that she would work with principals to receive family referrals. The goal of the position will be to support the needs of families and the community such as: families in need of food, clothing, dealing with student attendance, and restoring the tight community relationships, etc.

Moved by Mrs. Adkins, supported by Mrs. Hammonds, that the Board of Education approve restoring one Community Schools Representative position for one year, then evaluate to determine continuing the position, as presented.

Discussion

Mrs. Sue Hemple, Board Secretary, discussed the salary rate with Dr. Kruppe. Superintendent Kruppe stated that this position will be unaffiliated and posted for applications to apply.

Roll Call Vote

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

Nays: None

2) Computer Purchase (Action Item)

Superintendent Kruppe asked the Board of Education for approval of a purchase of a laptop computer for Dr. Carla Postell, High School Principal.

Moved by Mrs. Adkins, supported by Mrs. Hemple, that the Board of Education approve the purchase of a laptop for Dr. Carla Postell, High School Principal.

Discussion

None

Roll Call Vote

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

Nays: None

3) Enrollment Update (Informational Item)

Dr. Amy Kruppe, Superintendent, updated the Board of Education on the current enrollment numbers. She stated that the District's enrollment is currently at 3497. The high school is up 108 students, the junior high is down 21 students, Hoover Elementary School is down 5 students, United Oaks Elementary is up 12 students and Webb Elementary School is down 35 students. Elementary numbers are down, and those students are the future of the District. The District needs to focus heavily on bringing curriculum standards up along with higher achievement scores. Otherwise, we are not going to keep students enrolled. Currently, the District is surviving with our Adult Education and Alternative programs, vendor programs, Jardon and the Oakland ISD programs. Dr. Kruppe appreciates all the Promise Zone gives to the high schools students preparing them to be ready for careers and college. The Deficit Elimination Plan (DEP) student enrollment is 3535 and the District is not far off from that number including the student loss from I.N.V.E.S.T. Grace School. The District needs to have a very serious conversation about the financial situation. In five years the District must be out of debt. Dr. Kruppe stated that the only way the District will be out of debt is to put programs and services in place that will keep students in the District, bring students back to the District and bring in new students to the District. Dr. Kruppe stated that she has

invited teachers to join her as she leads the way in studying STEM and science, within the next two weeks.

- 4) Michigan Associations of School Boards Annual Leadership Conference (Action Item)
 - a) Rachel Noth, Board of Education President
 - b) Beverly Hinton, Board of Education Vice President
 - c) Rose Mary Hammonds, Board of Education Treasurer

Dr. Amy Kruppe, Superintendent, stated that there are three board members that are interested in attending the Michigan Association of School Board Fall Annual Leadership Conference. According to the Hazel Park Board Policy, Board members may attend state conferences with expenses for transportation, lodging, and meals reimbursed up to \$300. Registration for the conference will be reimbursed in full. The conference has many interesting and important sessions such as; superintendent, administration, and teacher evaluation, technology along with policies and governing. Dr. Kruppe recommends the Board of Education approve this conference for fellow board members that are able to attend.

Moved by Mrs. Adkins, supported by Mrs. Hammonds, that the Board of Education approve Board of Education Members to attend the Michigan Association of School Board Fall Annual Leadership Conference with expenses not to exceed \$300, per member, as presented.

Discussion

None

Roll Call Vote

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

Nays: None

- 5) Conference, Accommodation and Travel Expense Approval (Action Item)
 - a) Michigan Association of Community and Adult Education Conference
 - b) National Alliance of Black School Educators

Dr. Amy Kruppe, Superintendent, stated that administrators are also allowed to attend state and national conferences. There are two administrators that will be attending conferences overnight. Michelle LaPorte, Interim Adult Education and Vendor Program Supervisor, will be attending the Michigan Association of Community and Adult Education Conference and Dr. Carla Postell, Hazel Park High School Principal, will be presenting at the National Alliance of Black School Educators, a national conference in Washington, DC. Dr. Kruppe recommended the Board of Education approve these administrators attendance at these conferences. She indicated that she is excited to hear what they learn from attending these conferences.

Moved by Mrs. Adkins, supported by Mrs. Polowski, that the Board of Education approve the administrator's attendance the Michigan Association of Community and Adult Education Conference and National Alliance of Black School Educators Conference, as presented.

Discussion

None

Roll Call Vote

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

Nays: None

RECOGNITION/COMMENDATION

- A. Hazel Park Board of Education and Superintendent Kruppe would like to thank **Ross Medical Education Center in Madison Heights** for their donation of school supplies to Hazel Park Schools. During the month of August their campus collected school supplies as a community service event and donated them to Hazel Park elementary schools! The Ross Medical Education Center students generously donated two large boxes worth of paper, pencils, markers, crayons, rulers, etc. to help students in our schools. A round of applause for their generosity!

PUBLIC COMMENT

- A. Nancy Burlager
Paraprofessional - Ms. Burlager inquired about two of the administrators receiving raises since they have taken on extra duties while other employees have taken pay cuts.

BOARD MEMBER AND ADMINISTRATION COMMENTS

- A. Board of Education - The Board of Education thanked everyone for attending the meeting.
- B. Ricky Nagy
Board Trustee - Mr. Ricky Nagy, Board Trustee, stated that he attended the Webb Elementary School and Hazel Park Junior High School Open Houses. They both were excellent. Everyone appreciated Dr. Kruppe's attendance at the Open Houses.
- C. Laura Adkins
Board Trustee - Mrs. Laura Adkins, Board Trustee, spoke about Hoover Elementary School's Meet the Teacher Night. She stated that all the staff and parents were happy to have Ms. Megan Fuciarell, Curriculum Director, and Dr. Kruppe in attendance. Mrs. Adkins also commented on how wonderful the first Viking Marching Band competition went, and the Hazel Park Football team WON!
- D. Rose Hammond
Board Treasurer,
Beverly Hinton
Vice President - Mrs. Rose Hammond, Board Treasurer, and Beverly Hinton, Board Vice President, thanked everyone who participate in and attended the Hazel Park Hometown Huddle. It was a great success!

- E. Beverly Hinton Vice President - Mrs. Beverly Hinton, Board Vice President, announced two upcoming Youth Assistance events, the Legal Aid Workshop and the S.T.E.P. Training Workshops.
- F. Amy Kruppe Superintendent - Dr. Amy Kruppe, Superintendent, shared with the Board of Education that the District would be bringing back the Senior Gold Cards. She stated that she has attended all the Open Houses and Meet the Teacher Nights. Dr. Kruppe gave “kudos” to Mr. Stefanski and his technology team on their great organization in getting the 1:1 technology devices rolled-out to the students. She thanked Mr. Conrad for his work on getting staffing organized. She thanked all the administrators for a great start to the school year! Dr. Kruppe stated that the Student Enrollment Office did a fabulous job in getting students enrolled. She expressed her gratitude to Mr. David Muylaert, Athletic Director, for the excellent work he is doing in the Athletic Office. Dr. Kruppe said that she sees the Maintenance and Custodial Department in every building busily working and always wearing smiles. She also thanked the retired maintenance employees for inviting her to their luncheon last week. Dr. Kruppe gave appreciation to the entire group of secretaries and what a fabulous job they are doing. She also stated that the teachers are amazing, as they have worked so hard to get the school year off to a great beginning. The parents and community have been very positive and have welcomed her to the District. Dr. Kruppe expressed her appreciation to the Board of Education and all the work they have done with such diligence. Dr. Kruppe spoke about the District being out of deficit within five years. She has great faith that it will happen. Dr. Kruppe stated that she was selling tickets for the Chamber of Commerce Fiesta Fundraiser if anyone is interested.

ADJOURNMENT

Moved and supported that the meeting be adjourned at 9:53 p.m.

Unanimous approval.

Respectfully submitted,

Sue Hemple, Secretary
Hazel Park Board of Education