

NORTHVILLE BOARD BRIEFS

2009/10

May 26, 2010

Board of Education Meetings

06/01/10	Amerman Elementary
06/08/10	Cooke School (Center Program)
06/22/10	Old Village School

Board of Education

Dr. Marilyn Price, President
Ms. Joan Wadsworth, Vice President
Ms. Libby Smith, Secretary
Ms. Dottie Garrity, Treasurer
Mr. Joe Hige, Trustee
Dr. Karen Paciorek, Trustee
Mr. Ken Roth, Trustee

At a Special Call meeting of the Board of Education at Hillside Middle School, 775 North Center Street, Northville, Michigan, the Board took the following action:

- President Price informed audience members that she is facing the difficult task of taking action on projected staff layoffs for the 2010/11 school year due to reductions in school funding from the State during the 2009/10 school year. She noted four variables that come into play in order to balance the budget, a state law requirement, by June 30th:
 - 1) Don't know the Foundation Allowance until September.
 - 2) Don't know the enrollment numbers that impact the Foundation Allowance until September.
 - 3) Don't know how many staff will be responding to the Severance Incentive Plan (SIP) or the new State Retirement Plan until mid-June.
 - 4) Don't know the outcome of concession meetings held with all employee units.
- Superintendent Rezmierski reported that two administrators will be retiring from the district: Ms. Lynne Mossoian, Director of Special Services and Ms. Janice Henderson, Curriculum Coordinator.
- Superintendent Rezmierski reported that two administrators will be retiring from the district: Ms. Lynne Mossoian, Director of Special Services and Ms. Janice Henderson, Curriculum Coordinator.
- Superintendent Rezmierski said the district entered into an agreement reached with the Northville Education Association (NEA) through a Letter of Understanding and ratified by the NEA and the Board of Education, to offer an Early Resignation Incentive (ERI) in exchange for language that allows the district to reduce staff as a result of changing teacher schedules at the middle and high schools. However, the district cannot do anything until the forms are turned in (no later than 6/7/10). Teachers also have an additional week to rescind their decision (6/14/10). Therefore, final numbers may not be known until the latter date. Dr. Rezmierski also informed community members that the State announced a retirement incentive package under the Michigan Public School Employee Retirement System. A total of 187 Northville Public School employees qualify under the eligibility requirements, although exact numbers won't be known until mid-June. Dr. Rezmierski expressed his concern whether the State will take away deductions that hit schools districts—especially since Northville is one of 49 districts that got hit with a \$321 additional reduction.

- Dr. Rezmierski presented a slide explaining student reductions via State Aid noting that Northville's original Foundation Allowance per student for 2009/10 was \$8,539, minus \$165 State deduction in 11/09, followed by another \$321 deduction in 1/10 (20j) resulting in a Foundation Allowance of \$8,053. (Attachment 1) For the 2010/11 school year, we will have another deduction of \$268 with an adjusted potential new State Aid per student amount of \$7,785. Dr. Rezmierski is concerned whether State will take away deductions of those 49 (20j) districts that were hit the hardest this year.
- Dr. Rezmierski announced that at the 5/18/10 Board meeting, the Board approved the reduction of one Cabinet level Central Office Administrator position for the 2010/11 school year. The positions of Assistant Superintendent for Administrative Services and Director of Business & Finance will be combined into the single position of Assistant Superintendent of Finance and Operations. This reorganization will bring responsibility for custodial, maintenance and transportation services, along with the budget, accounting and finance functions of the district, together under one office.
- Mr. Marc Sierra addressed the Board about the process used in announcing staff reductions. As a teacher and resident, he was appalled that many teachers were informed last week that they had a job, then they didn't have a job, and now they again have a job. The district needs to review its process because it caused much anger and distress to his peers. He asked the Board why they waited until now to notify staff of layoffs when the Board knew of reductions in December. He asked what the Board has been doing for 6 months. Dr. Rezmierski responded to Mr. Sierra that Administration has met in February and did not conclude until April to establish an SIP. He believes that, through this process, the Board anticipates that the district would obtain enough individuals who will retire.
- NEA President Ann Cook stated that the Board has provided ample rationale, in her opinion, as to why they waited until now to alert the staff of layoffs. Ms. Cook believes it would have been prudent to wait a few weeks because by 6/14/10, the district would have had more information and then the NEA will be back to determine revised layoffs. Ms. Cook also said that the Superintendent outlined for the community that the NEA has entered into an agreement with the district that affords SIP, but it involved major distinctive changes in secondary schedule that impacts the education in Northville. She believes that the district feels the teachers didn't take concessions, yet she cited that teachers took step freezes equating to \$1 million; \$900,000 next year and \$800,000 the third year. She said the district should save \$29.3 million over the next 10 years plus the \$2.4 million in savings in step freezes and schedule adjustments. Ms. Cook added that there will be concessions in classrooms across the district. Scenarios include combination split classes with increase class size felt across the district including combination split classes. She said that at the secondary level, it's been described that there will be an increase in teacher/student contact time. Ms. Cook said there is an increase in contact time, but not with same group of students. Teachers will have more students in their classrooms and they will now have to teach an additional class leaving less time for student contact. She said the NEA continues to work with the district but wants the Board to recognize publically that teachers have made concessions.
- Ms. Martina Stone expressed concerns about wasting money in the district. She asked the Board to look at saving money in utilities, eliminate gas/electric bills by the use of geothermal installation, adding window insulation, etc. She inquired why computers weren't updated and how some teachers don't have any training with Zangle. She expressed concern that one teacher sleeps in class. She also registered complaints about NHS concession stand not being open and air conditioning is too cold at NHS. Superintendent Rezmierski replied that the district has been involved with Energy Inc. for the past three years and has saved over \$200,000 in energy costs. The district is also looking at ways to partner with the Northville City and Library as other sources of energy savings. He also mentioned that the Northville Educational Foundation (NEF) is a source where people contribute to the district and those funds stay within the district. Finally, Dr. Rezmierski said that he is not aware of any staff member acting inappropriately and that he would have received a complaint to that effect if it was true. Trustee Garrity announced that the 2010/11 budget will be reviewed at the 6/1/10 Board meeting. Public Hearing is scheduled for 6/8/10 and a final adoption at the 6/22/10 meeting for purposes of adoption according to State law. Business Director John Street provided a brief summary on where the district stands and where we are head for the 2010/11 school year. Budget recap shows that the district is expecting a deficit of \$1,154 million that will come out of the Fund Balance for this year. He

said next year, the district will begin with the \$1,154 million deficit but will add back \$1,122 million as a result of revenue from ARRA (American Recovery Reinvestment Act) and one-time transfer from Food Service and Early Childhood Center Programs. Mr. Street said that medical insurance will increase by 8%, and the district is expecting a retirement increase (currently pay 17% to 19.4%). Superintendent Rezmierski said there is a range between a loss of 50 students and plus of 50 students. He was excited that staff is bringing their children into the district. Dr. Rezmierski said the Senate and House are discussing retirement rate factors and the possibility that it might be reduced back to 17%; however, the district would not see a savings until 10/1/10 when the State passes its budget.

- The Board approved the following K-12 teachers be laid off at the conclusion of the 2010/11 school year as presented in Scenario 1 of this agenda: Elementary – Kim Callison, Kristin Dood, Tara Fortino, Catherine Gibson, Allison LaCombe, Lori Lederman, Ann Maguire, Cynthia Mandjack, Kristen Miller (.5), Julianne Mooney, Shannon Moore, Christine Parnin, Danielle Pietrandrea (.5), Catherine Pinkelman, Phillip Timm, Anne Turnage, Christina Witter; Middle School – Elissa Brode, David Clark, Brian Gasidlo, Stacey Griswold, Anastasia Gulkewitz, Nancy Heitzman, Lorri Kingsbury, Lisa Siesser, Gretchen Varela; Northville High School – Michael Barnes, Diane Drouillard, Stephanie Givinsky, Jennifer Hart (.5), Elizabeth Johnson, Emily Kahn, Larry Liu, Jessica Markstrom, Lisa McDermott, Laura Motz, Sallie Parker, Alyson Patalan-Thompson, Paul Polanski, Beth Reichert, Joseph Rohrhoft, Beth Sawicki, Candace Stafiej, Jennifer Stelmock, Danielle Tagai, Sean Turner, Cheryl Watkins.
- The Board approved the 2010/11 Wayne RESA General Fund Operating Budget resolution.
- The Board approved the State Aid Operating Loan Resolution.
- Hillside Teacher Jim Lee inquired what kind of penalty the district would incur if they didn't comply with finalizing a budget by the 6/30/10 deadline. He would like to see the Board take a stand and not ask for cuts from employee groups and to tell Lansing that they need to change the way they fund schools. If a district like Northville takes a stand, we would get news coverage and people would take notice. President Price responded that the district, PTAs and Legislative Action Network (LAN) was very active lobbying for school funding in November and December, 2009. We wrote letters to legislators asking for change. We spoke about our high test scores, but change doesn't happen easily. The district could move into receivership and we don't want that to happen.
- Citizen Madhu Gupta inquired whether parents can sign up for classroom help to assist teachers during these hard times. She has a child at Amerman and one at Meads Mill. Superintendent Rezmierski responded that we have parents volunteering on a regular basis. If she and others are interested in assisting, please contact the respective building principals and PTA organizations.
- Staff member Rich Welch serves as NPS Energy Educator as well as working as a paraprofessional at Northville High School. He responded to Ms. Martina Stone's comments about being so cold at NHS that students had to wear jackets. It was not cold and Mr. Welch is working on structure to minimize amount of start up time before turning air or heat on. He reminded the community that the district have cut \$1.1 million in energy.
- Amerman Teacher Rose McDougall expressed her dismay at not having the opportunity to acknowledge the incredible teachers that the district will be losing at the end of this school year. One is a 4th grade teacher who she believes is incredible. It saddens me that NPS will lose such good teachers. She also expressed her concern about the process of notifying teachers who will be laid off because of the mix-up that occurred last week. She hopes that the district will be in a position to rehire these teachers back.
- Dr. Rezmierski agreed with the heartfelt loss the district will endure by the layoffs. The Board and administration are working very hard to, hopefully, be able to recall them back depending on the variables mentioned earlier. Everyone is suffering and the district will not relinquish their efforts through our legislators.
- Board meeting adjourned at 8:45 p.m.