



Waverly Community Schools

Regular Meeting

Monday, April 9, 2007 7:30 PM

Agenda of Regular Meeting

The Board of Education Waverly Community Schools

A Regular meeting of the Board of Education of Waverly Community Schools will be held April 9, 2007, beginning at 7:30 PM in the Library, Waverly High School.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- I. Call to Order and Pledge to the Flag - President John Broughtton
 - A. Pledge - Jay Gerow & Alexis Richards

- II. Special Presentations
 - A. Jayvon DeMyers - Music Award
 - B. High School Video Post Demonstration

- III. Correspondence - Secretary Edith Suttles

- IV. Public Comment

- V. Student Representative Report

- VI. ***Approval of Minutes 3

- VII. Board Member Comment

- VIII. Adoption of Meeting Agenda

- IX. Presentation of Reports
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 - 1. ***For Information - Extended Field Trip 9
 - B. Facilities & Policy
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Commission and the Waverly Community Schools

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| C. | | Finance & Personnel | |
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**WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
March 12, 2007**

Opening of Meeting

The regular meeting of the Waverly Community Schools Board of Education was called to order by President John Broughton at 7:35 p.m. in the Little Theatre of Waverly Middle School, 620 Snow Road, Lansing, Michigan.

Members Present:

Mr. John Broughton, President
Mr. Cheval Breggins, Vice President
Mrs. Edith Suttles, Secretary
Mr. Britt Slocum, Treasurer
Mr. Calvin Jones, Vice Secretary-Treasurer
Mr. Don Knechtel, Trustee
Mrs. Mary Ann Martin, Trustee

Staff Present:

Dr. Thomas J. Pillar, Superintendent
Mrs. Jacklin Blodgett, Asst. Superintendent for Finance & Personnel
Mr. Bruce Johnson, Director of Operations & Student Services
Mrs. Dorothy Blackwell, Director of Curriculum
Mr. Rob Spagnuolo, Business Manager
Gloria Gonzalez
Karen Burgess
Gretchen Mikula
Telly Brannon
Vince Perkins
Ranee Smith
Beth D'Mello
Tom Mocon
Pam Hawkins
Arden Lamere
Barbara Holmes
Michelle Frederick
Diane Flanagan
Teresa Herbruck
Patty Little
Sonya Cornell
Christina Lounds
Rebecca Pease

Others Present:

Carole Harris
Charnay Tisdale
Brianna Flowers
Ciera Strudwick
Lisa Medeiros
Shakira Khanvai
Anh T. Nguyen
Hang N. Nguyen
Beatriz Navarro Garcia
StLuc Picard
Dallas Herbruck
Sheri Melville
Kyle O'Brien
Marie Papciak

Others Present (Continued): Mary Jo White
Kelsey Schle

Pledge

The Pledge of Allegiance to the flag was led by officers from the Waverly Middle School National Honor Society and Student Council. Participating were NHS President Carole Harris; Vice President Charnay Tisdale; and Secretary Brianna Flowers; and Student Council President Ciera Strudwick and Treasurer Lisa Medeiros.

Special Presentation

The special presentation highlighted students in the English as a Second Language (ESL) program at Waverly Middle School. Assistant Principal Telly Brannon introduced himself and the program in Spanish, followed by the English translation. Tom Mocon, ESL teacher, introduced five students currently in the ESL program. He noted the students work on four basic skills in the ESL program: listening, speaking, writing, and reading. The students individually addressed the Board in their native language identifying their name, age, favorite subjects, how long they have lived in the United States, and their home country. This was followed by the English translation. ESL students participating in the presentation were Shakira Khanbai, Anh T. Nguyen, Hang N. Nguyen, Beatriz Navarro Garcia, and StLuc Picard.

President Broughton thanked the students for their presentation, noting such interaction with students makes all the others things Board members do worthwhile.

Correspondence

Secretary Suttles reported correspondence had been received by all Board members from Erin Tembras of the High School English Department. Also received was an invitation to Breakfast and a Book at Winans Elementary.

Public Comment

Addressing the Board during Public Comment were Barbara Holmes, Sheri Melville, Marie Papciak, and Teresa Herbruck.

Student Representative Report

None

******Approval of Minutes***

The minutes of the special meeting of February 23, 2007 and the regular meeting of February 26, 2007 were approved as presented.

Board Member Comment

Member Martin thanked Principal Perkins and Assistant Principal Brannon for hosting the Board meeting and stated she enjoyed the ESL presentation.

Member Slocum reported he attended the Foreign Language night at Waverly High School which featured great food and great skits. He also attended the Destination Imagination regional competition at Holt High School over the weekend. Waverly had 15 teams out of the 81 competing. Two teams placed first, two teams placed second, two teams placed third, and 4 teams placed fourth. One team received the Spirit of DI award; another won the Renaissance Award; and a third team won the Divinchi award for exceptional creativity. Member Slocum indicated he would be attending the Breakfast and a Book at Winans on Wednesday. Member Slocum congratulated the boys' basketball team, Coach Fields, and Athletic Director

Board Member Comment (continued)

Phil Odium, who demonstrated sportsmanship and class this season. He noted they made an awesome run this year and should be a big contender next year.

Member Breggins thanked Principal Perkins and his staff for inviting the Board to hold its meeting at the Middle School. He remarked he enjoyed the ESL special presentation. Member Breggins congratulated the student athletes, coaches, parents, grandparents, and friends of the winter sports teams.

Member Suttles reported Ingham Intermediate School District is sponsoring a board candidate workshop on Wednesday, March 14th, at which she will be a presenter, speaking from the viewpoint of an experienced Board member. Member Suttles reported she will be receiving her certificates from MASB for completing her certification program. She urged Board members to attend the March 16th Legislative Breakfast in Room 101 of the Lansing Center. Member Suttles thanked Vince Perkins, Telly Brannon, and Tom Mocon for sharing the talents of middle school students this evening. She noted they looked like any other ordinary middle school/high school students in t-shirts, jeans, and sneakers, and have adapted to the American culture. Their presentations showed how hard they have worked to learn the English language.

Member Jones thanked Vince Perkins and his staff for the use of the facilities. He congratulated the great student speakers. Member Jones thanked the Board members who participated in the reception honoring Muhsin Muhammad II.

Adoption of Agenda

A motion was presented by Member Slocum and supported by Member Martin. MOTION: The Board adopt the meeting agenda as presented.

Motion carried. VOTE: AYES – 7; NAYS – 0.

Policy – First Reading – Report #06-49 – For Action

A motion was presented by Member Suttles and supported by Member Breggins. MOTION: The Board of Education approve the policy updates listed in Report #06-49 at first reading.

Bylaw 142.8 (Professional Development – Board); Policy 1240 (Evaluation of the Superintendent); Policy 5111 (Eligibility of Resident/Non Resident Students) and Policy 9211.01 (Alumni Association) were presented for first reading.

Following discussion centered on the number of evaluations per year, it was determined Policy 1240 (Evaluation of the Superintendent) would be referred back to the Policy Advisory Committee for further consideration.

Motion carried. VOTE: AYES – 7; NAYS – 0.

******Financial Recommendation – Report #06-50 – For Action***

The treasurer's report was approved as presented.

Superintendent's Contract – Report #06-51 – For Action

A motion was presented by Member Slocum and supported by Member Suttles. MOTION: The Board of Education extend the Superintendent's contract one year through June, 2010.

Member Suttles, with support from Member Jones, moved to amend the motion to extend the Superintendent's contract without a salary adjustment and that the Board President, Member Slocum, and Member Martin meet with the superintendent at a later date to discuss salary adjustments.

Superintendent's Contract - Report #06-51 – For Action (continued)

Member Suttles stated she did not want this in any way to be interpreted as lack of support for Dr. Pillar. Given the current discussion regarding the budget and the uncertainty of the District's financial picture at the present time, she suggested the Board take time to consider where it is going.

Amendment to the motion carried. : VOTE: AYES - 7; NAYS – 0.

Amended motion carried: VOTE: AYES – 7; NAYS – 0.

Dr. Pillar stated he appreciated Member Suttles comments, noting these are tough times for everyone. In reference to the district's financial picture, he indicated the Communication Plan for the budget includes using the website, Channel 21, announcements and newsletters, and visiting PTO groups. Member Suttles asked if there were any plans to have a general community discussion, asking how we reach the community who doesn't have access to Channel 21 and PTO meetings. Dr. Pillar indicated Board meeting dates have been posted where people can speak during public comment.

Personnel Recommendations – Report #06-52 – For Action

A motion was presented by Member Martin and supported by Member Breggins. MOTION: The Board of Education approve the resignation of Karen Yarber, East Intermediate Counselor, effective June 8, 2007.

Motion carried. VOTE: AYES – 7; NAYS – 0.

World Language Program K-4: Special Schedule – Report #06-53 – For Action

A motion was presented by Member Breggins and supported by Member Suttles. MOTION: The Board of Education approve the World Language Program for grades K-4 to be implemented during the existing specials schedule.

Dorothy Blackwell explained this recommendation is timely with the introduction of the new Michigan curriculum. It allows the opportunity to bring in elementary students as young as possible. Research indicates the earlier children start learning the better off they are. Spanish will be taught to K-4 students during the specials schedule. Materials would be developed from the curriculum development budget. No text would be used at this time. Other schools that currently have such a program are Haslett and Dansville.

President Broughton stated he is excited about the potential. Once students learn a second language, the third, fourth, and fifth come easily. He stated this has the potential for starting something to benefit kids and make the two-year language requirement more doable.

Member Jones thanked the staff for bringing this recommendation forward, noting we continue to get mandates that we have to do more with less.

Motion carried. VOTE: AYES – 7; NAYS – 0.

Superintendent's Report

Dr. Pillar reported Holocaust survivor Eva Schloss will be at East Intermediate on March 13th. There will be a breakfast from 7:45-8:15 a.m. and presentations throughout the day.

Dr. Pillar provided dates for the rescheduling of the Board Professional Development and asked Board members to advise Becky of their availability.

Dr. Pillar reported he attended a breakfast at Waverly East last week for National School Breakfast Week. There is a link on the website with regard to nutrition.

Superintendent's Comments (continued)

Dr. Pillar encouraged the Board to watch the website for articles almost daily on student accomplishments. We are revising the website and cable channel to make them more informative and attractive.

Dr. Pillar announced Career Coordinator, Barbara Powers, was chosen to attend a Fulbright-Hays seminar this summer in Poland and Russia along with 16 other educators from around the country. She will be presenting what she gained from the seminar to our students next fall.

Dr. Pillar reported this is a critical testing week in the high school. The juniors will be taking the Michigan Merit Exam (MME). The high school staff and administration have been working really hard to adjust the schedule so the students taking the test will not be disturbed.

Dr. Pillar reminded Board members the ISOA Legislative Breakfast is this Friday at the Lansing Center starting at 7:30 a.m.

Dr. Pillar reported he will be presenting at the IISD Board Candidate workshop, with the topic being Board-Superintendent relationships.

Dr. Pillar announced Winans' Breakfast and a Book is Wednesday, March 14th at 7:45 a.m.

Dr. Pillar announced March is Reading Month and suggested Board members take a moment to read to classes around the District.

Dr. Pillar announced the student production of *On the Town* is coming up. Information is available on the website and on posters throughout the District. The production will run March 22nd -25th.

Dr. Pillar reported a Safety First flyer will be distributed to students about walking to and from school. As the weather improves, more students are walking, so we want to get information to them about being safe.

Dr. Pillar reported a three-hour diversity awareness professional development session was held for teaching and support staff. The topics focused primarily on communication.

Other Board Business

Member Slocum thanked Vince Perkins and staff for hosting the Board. He also commended the high school foreign language staff for the hard work and extra hours put into World Language Night.

Adjournment

The meeting adjourned at 9:00 p.m.

Respectfully submitted,

Edith J. Suttles, Secretary

***Consent

rlp

**WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
SPECIAL MEETING
March 26, 2007**

Opening of Meeting

The special meeting of the Waverly Community Schools Board of Education was called to order by President John Broughton at 6:10 p.m. in the Great Hall of St. David's Episcopal Church, 1519 Elmwood Road, Lansing, Michigan, 48917

Members Present:

Mr. John Broughton, President
Mr. Cheval Breggins, Vice President
Mrs. Edith Suttles, Secretary
Mr. Britt Slocum, Treasurer
Mr. Calvin Jones, Vice Secretary-Treasurer (arrived at 6:15 p.m.)
Mrs. Mary Ann Martin, Trustee
Mr. Don Knechtel, Trustee

Staff Present:

Dr. Thomas J. Pillar, Superintendent
Mrs. Jacklin Blodgett, Asst. Superintendent for Finance & Personnel
Mrs. Dorothy Blackwell, Director of Curriculum
Mr. Bruce Johnson, Director of Operations & Student Services
Mr. Rob Spagnuolo, Business Manager

Others Present:

Fonda Brewer-Williams
Stephanie Smith

Purpose

The purpose of the meeting was Board Professional Development to discuss the impact of staff reductions; the process to study all Waverly facilities for the future; and to review the hard data on the achievement gap.

Adjournment

The meeting adjourned at 9:15 p.m.

Respectfully submitted,

Edith J. Suttles, Secretary

rlp

**WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
April 9, 2007**

FOR INFORMATION***

Subject: Extended Field Trip

Extended Field Proposal

Marty Coates, Winans Elementary School teacher, has planned a formal extended field trip for third graders to Wesley Woods Camp in Dowling, Michigan. The students will depart on Thursday, May 10th and return on Friday, May 11th, 2007. This is an annual trip to nature's classroom environment where students will have total involvement in physical science, social studies, cooperation and decision making, art, movement, writing, math, reading and fitness. Children will be out in the actual habitat using their five senses to meet the district's goals and objectives for third graders. Approximately 25 students and 10 or more chaperones will travel by Waverly school bus to and from camp. The estimated cost per student is \$30-\$40. Fund-raising activities have been made available to help defray the cost of the trip. The students will be away from the traditional classroom setting two days.

Strategy #1: Curriculum, Instruction & Assessment

Specific Result: 1-1 Align curriculum with state standards

**WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
REGULAR BOARD MEETING
April 9, 2007**

Report #06-54

FOR ACTION

Subject: Easement between the Eaton County Drain Commission and the Waverly Community Schools

Recommendation:

The Superintendent recommends the Board of Education approve an easement with the Eaton County Drain Commission to allow ingress and egress over the parcels of property considered to be detention basins south of the High School and in the southwest corner of the Colt Parking lot.

Statement of Purpose/Issue:

This easement is needed by the Eaton County Drain Commission to allow for the operation, maintenance, and improvement of the detention basins, as needed.

Budget Impact:

None

Background Information/Historical Perspective:

The Eaton County Drain Commission granted final approval for the completion of the parking lot renovations at the High School and Colt Elementary based on the development of detention basins at each site. The Commission needs access to these sites as they connect into the Eaton County storm water drainage system.

Options/Alternatives:

The Board of Education may choose to deny the request for this easement.

Rationale for Recommendation:

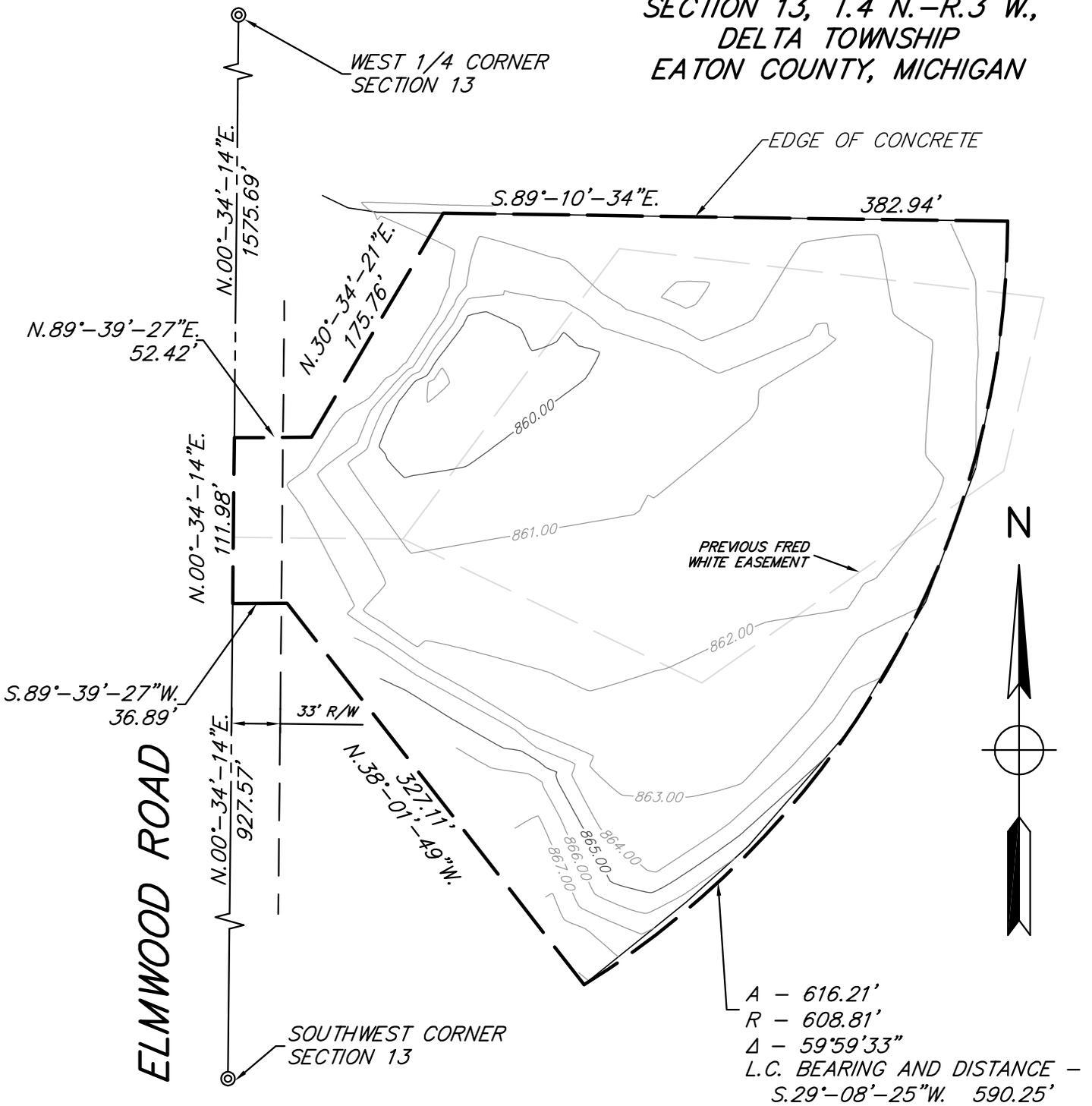
Granting this easement is in line with the completion of the parking lot renovations at the High School and Colt Elementary School.

SCALE: 1" = 100'

SKETCH OF EASEMENT

DWG. NO.: JA-3327

SECTION 13, T.4 N.-R.3 W.,
DELTA TOWNSHIP
EATON COUNTY, MICHIGAN



A - 616.21'
R - 608.81'
Δ - 59°59'33"
L.C. BEARING AND DISTANCE -
S.29°-08'-25"W. 590.25'

EASEMENT SURVEY FOR: *Dave Wilcox*
Office of the Eaton County Drain Commissioner
Eaton County Courthouse
1045 Independence Boulevard
Charlotte, MI 48813

DATE: Dec. 21, 2006

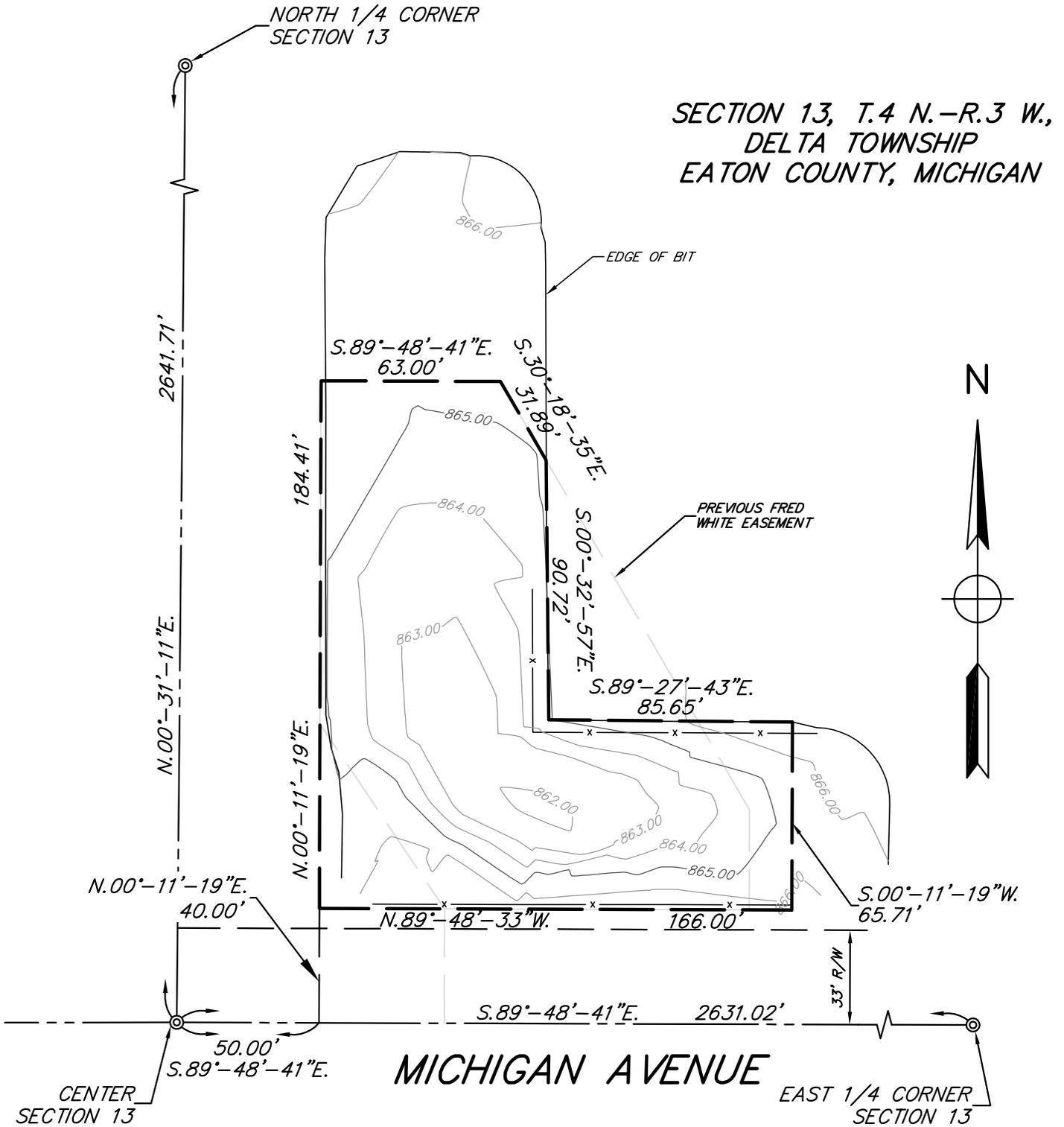
EASEMENT SURVEY OF: *Waverly High School Site*

A parcel of land in the Southwest 1/4 of Section 13, T.4 N.-R.3 W., Delta Township, Eaton County, Michigan, described as follows: Beginning at a point on the West line of said Section 13, N.00°-34'-14"E., along the West line of said Section 13, 927.57 feet from the Southwest corner of said Section 13; thence continuing along said West line, N.00°-34'-14"E., 111.98 feet; thence N.89°-39'-27"E., 52.42 feet; thence N.30°-34'-21"E., 175.76 feet; thence S.89°-10'-34"E., 382.94 feet; ; thence 616.21 feet along a curve to the right having a radius of 608.81 feet and a chord bearing of distance of S.29°-08'-25"W., 590.25 feet; thence N.38°-01'-49"W., 327.11 feet; thence S.89°-39'-27"W., 36.89 feet to the point of beginning, containing 4.11 acres, more or less.

SCALE: 1" = 50'

SKETCH OF EASEMENT

DWG. NO.: JA-3328



EASEMENT SURVEY FOR: *Dave Wilcox*
Office of the Eaton County Drain Commissioner
Eaton County Courthouse
1045 Independence Boulevard
Charlotte, MI 48813

DATE: Dec. 21, 2006

EASEMENT SURVEY OF: *Colt Elementary School Site*

A parcel of land in the Northeast 1/4 of Section 13, T.4 N.-R.3 W., Delta Township, Eaton County, Michigan, described as follows: Beginning at a point, S.89°-48'-41"E., 50.00 feet and N.00°-11'-19"E., 40.00 feet from the Center of said Section 13; thence N.00°-11'-19"E., 184.41 feet; thence S.89°-48'-41"E., 63.00 feet; thence S.30°-18'-35"E., 31.89 feet; thence S.00°-32'-57"E., 90.72 feet; thence S.89°-27'-43"E., 85.65 feet; thence S.00°-11'-19"W., 65.71 feet; thence N.89°-48'-33"W., 166.00 feet to the point of beginning, containing 0.46 acres, more or less.

DRAWN BY: JEB
CHECKED BY: DAB

PLOT DATE: January 16, 2007
SHEET 1 OF 1

JOB#: 113545.07A
DWG#: JA-3328

**WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
April 9, 2007**

Report #06-55

FOR ACTION

Subject: Policy – Second Reading

Recommendation:

The Superintendent recommends that the Board of Education approve the policy updates listed below at second reading.

Bylaws

0142.8 Professional Development - Revision

Administration

1240 Evaluation of the Superintendent – As reviewed and recommended by the Board Policy Committee after the first reading.

Students

5111 Eligibility of Resident/Non Resident Students - Revision

Relations

9211.01 Alumni Association - Revision

Statement of Purpose/Issue:

These policy revisions and updates are the result of the review by the administration and the Board Policy Committee.

Budget Impact:

None

Background Information/Historical Perspective:

The administration reviews policy periodically and brings changes to the Board Policy Committee for review and consideration.

Discussion of Options/Alternatives:

The Board can approve these policies as submitted for first reading. The Board may suggest changes to be brought back for second reading. The board may send some or all of the policies back to the committee for further review.

Rationale for Recommendation:

These policies were recommended by the Administration.

Strategic Plan:

These policies support the Waverly Community Schools mission of providing for a safe environment, rigorous curriculum, quality instruction and attention to individual needs.

Waverly Community Schools

Bylaws & Policies

1240 - EVALUATION OF THE SUPERINTENDENT

The Board of Education believes it is essential that it evaluate the Superintendent's performance ~~periodically~~ in order to assist both the Board and the Superintendent in the proper discharge of their responsibilities and to enable the Board to provide the District with the best possible leadership.

During the Superintendent's first two years of employment the Board shall conduct a bi-annual evaluation. After the first second year ~~the Board shall~~ **at least** annually, **but** no later than ~~December and May~~ **June**, evaluate the performance of the Superintendent. Such evaluation may include an assessment of:

- A. the progress toward the educational goals of the District;
- B. the working relationship between the Board and the Superintendent;
- ~~C. the Board's own effectiveness in providing direction to the Superintendent.~~
- D. **the Board reserves the right to conduct a bi-annual evaluation during any year.**

Such assessments will be based on defined quality expectations developed by the Board for each criteria being assessed.

The Board and the Superintendent, jointly, shall, at the outset of each evaluation, determine the method by which the evaluation shall be conducted. Such method may include:

- A. the Superintendent's own self-analysis of the current status of the District;
- B. the active participation of each Board member;
- C. a recommendation from a Board committee;
- D. a compilation of assessments on a prepared standard form by individual Board members, which shall then be reviewed jointly by the Board and Superintendent;
- E. evaluation interviews between the Board and Superintendent during which no other business is discussed.

**WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
April 9, 2007**

*****FOR INFORMATION**

Subject: Lunch, Breakfast, and Milk Prices

The Board of Education establishes the rates for Type A lunches at one dollar and seventy cents (\$1.70) for elementary; one dollar and ninety cents (\$1.90) for grades five through twelve (5-12); and three dollars (\$3.00) for adults. In addition, the Board of Education establishes breakfast prices as follows: Grades K-4, \$1.00; Grades 5-12, \$1.25; and for adults, \$1.50. Further, the price of milk is established at thirty cents (\$.30).

The above prices will keep the general fund subsidy projection at \$-0-. The lunch fund will continue to support staffing and necessary equipment upgrades without general fund contribution and without an increase in prices for the 2007-08 school year.

**WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
April 9, 2007**

Report #06-56

FOR ACTION

Subject: Childcare Program Rates

Recommendation:

The superintendent recommends the Board of Education approve the following rates charged for the Childcare/Activities and Preschool Program, effective summer of 2007 as follows:

| | |
|-----------------------------------------------------------------------------------------------|---------------------------------------------------------------------|
| Registration Fee (non-refundable): (Summer Program and School Year Program, excepting KAP) | \$60.00 |
| Summer Program: | |
| Full Day | \$30.00/day |
| Half Day | \$16.00/day |
| School Year Program: | |
| Before School K-4 | \$6.50/day |
| After School K-4 | From \$8.25/day to \$8.50/day |
| After School East | \$12.00/day |
| Kindergarten Activities Program (KAP) | From \$12.00/day to \$0.00/day (part of Kindergarten Experience) |
| Preschool Three Year Old Program | \$900.00/year |
| Preschool Four Year Old Program | \$1,188.00/year |

The discount for additional children in the same family will remain at 15%.

Budget Impact:

The above rates, excepting the Kindergarten Activities Program, will allow the Childcare Program to meet annual staff wage and benefit increases and program expenses as well as general overhead costs. The Kindergarten Activities Program is now offered as part of the Kindergarten Experience. It is estimated that the cost of this program will be \$150,000.

Statement of Purpose/Issue:

To establish Childcare Program rates for school year 2007-08.

Background Information/Historical Perspective:

The current rates were compared to rates charged for similar activities at area school and private programs. The rates for each program, excepting the Kindergarten Activities Program, will continue to support staff wages and benefits, the various activities provided to children and the professional development activities that have been provided to staff. It will also contribute to the overhead costs associated with running the Childcare Program.

Discussion of Options/Alternatives:

The Board of Education may establish rates higher or lower than the recommended rates.

Rationale for Recommendation:

To continue to provide a safe and enriching child care service to children and families.

**WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
April 9, 2007**

Report #06-57

FOR ACTION

Subject: Personnel Summary

I. INSTRUCTION AND SUPPORT

A. Retirement – Certified

| <u>Name</u> | <u>Position</u> | <u>Years</u> | <u>Effective</u> |
|-------------------|------------------------------------|--------------|------------------|
| Emmelyn McKillips | East 6 th Grade Teacher | 15 years | 6/8/07 |
| Renee Swanson | HS Special Education Teacher | 20 years | 6/8/07 |

FOR INFORMATION

A. Tenure Recommendation

| <u>Name</u> | <u>School</u> | <u>Effective</u> |
|-------------------|-------------------|------------------|
| David Larzelere | High School | 2007-08 |
| David Rosin | High School | 2007-08 |
| Anthony Terranova | High School | 2007-08 |
| Michael Wheaton | Middle School | 2007-08 |
| Carla Larzelere | Colt | 2007-08 |
| Diana Oldham | Colt | 2007-08 |
| Danielle Baratono | East Intermediate | 2007-08 |

B. Probation Recommendation

| <u>Name</u> | <u>School</u> | <u>Probation From/To</u> | <u>Effective</u> |
|-------------------|-------------------|---------------------------------------------|------------------|
| Kirstina Boomer | High School | 1 st year – 2 nd year | 2007-08 |
| Jennifer Cook | High School | 1 st year – 2 nd year | 2007-08 |
| Rachel Hollenback | High School | 1 st year – 2 nd year | 2007-08 |
| Christopher Huff | High School | 1 st year – 2 nd year | 2007-08 |
| Thomas Mocon | High School | 1 st year – 2 nd year | 2007-08 |
| Lance Berrier | High School | 2 nd year – 3 rd year | 2007-08 |
| Heather Hicks | High School | 2 nd year – 3 rd year | 2007-08 |
| Michelle Beghein | High School | 3 rd year – 4 th year | 2007-08 |
| Amber Butler | High School | 3 rd year – 4 th year | 2007-08 |
| Amy Ranke | High School | 3 rd year – 4 th year | 2007-08 |
| Todd Simon | High School | 3 rd year – 4 th year | 2007-08 |
| Monica Guillen | Middle School | 1 st year – 2 nd year | 2007-08 |
| Samuel Sicilia | Middle School | 1 st year – 2 nd year | 2007-08 |
| Clayton Burch | Middle School | 2 nd year – 3 rd year | 2007-08 |
| Crystal VanWalsum | Middle School | 3 rd year – 4 th year | 2007-08 |
| Tonya May | East Intermediate | 3 rd year – 4 th year | 2007-08 |
| Janet Mort | East intermediate | 2 nd year – 3 rd year | 2007-08 |
| Cecilia Park | Colt | 1 st year – 2 nd year | 2007-08 |
| Cheryl Frank | Colt | 2 nd year – 3 rd year | 2007-08 |
| Dani Gimm | Colt | 3 rd year – 4 th year | 2007-08 |
| Amanda Nemeth | Colt | 3 rd year – 4 th year | 2007-08 |
| Jodi Thelen | Colt | 3 rd year – 4 th year | 2007-08 |

| | | | |
|--------------------|---------|---------------------------------------------|---------|
| Alicia Byrd | Elmwood | 1 st year – 2 nd year | 2007-08 |
| Kristin Kochheiser | Elmwood | 1 st year – 2 nd year | 2007-08 |

April 9, 2007
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| | | | |
|-------------------|--------|---------------------------------------------|---------|
| Christine Danhoff | Winans | 1 st year – 2 nd year | 2007-08 |
| Nathan Stevenson | Winans | 1 st year – 2 nd year | 2007-08 |
| Karen Berry | Winans | 3 rd year – 4 th year | 2007-08 |
| Kysha Crenshaw | Winans | 3 rd year – 4 th year | 2007-08 |
| Holly O'Donnell | Winans | 3 rd year – 4 th year | 2007-08 |

C. Employment – Non Certified

| <u>Name</u> | <u>Position</u> | <u>Step/Salary</u> | <u>Effective</u> |
|-----------------|----------------------|--------------------|------------------|
| Heather Shatney | East Lunch Assistant | G/\$9.00 | 3/5/07 |
| Latoya Smith | East Lunch Assistant | G/\$9.00 | 3/5/07 |
| Beverly Curry | Middle School Server | F/\$9.27 | 3/19/07 |

D. Resignation – Non Certified

| <u>Name</u> | <u>Position</u> | <u>Reason</u> | <u>Effective</u> |
|----------------|----------------------|---------------|------------------|
| Dorothy Skanes | Colt Lunch Assistant | Personal | 3/16/07 |
| Michael Willis | Bus Driver | Personal | 3/30/07 |

E. Transfer – Non Certified

| <u>Name</u> | <u>Position</u> | <u>Step/Salary</u> | <u>Effective</u> |
|------------------|-----------------------------------|--------------------|------------------|
| Crystal Sparling | From: MS Server To: MS Cashier | F/\$9.27 | 3/5/07 |

F. Coaching – High School/Middle School

| <u>Name</u> | <u>Assignment</u> | <u>Step</u> | <u>Stipend</u> | <u>Effective</u> |
|-----------------|---------------------------------|-------------|----------------|------------------|
| Monica Guillen | MS Boys' Track Coach | 1 | \$2,205 | Spring Season |
| James Tolbert | MS Girls' Track Coach | 1 | \$3,512 | Spring Season |
| Matt Oppenheim | HS Varsity Baseball Coach | 3 | \$4,744 | Spring Season |
| David Bird | HS Freshman Baseball Coach | 3 | \$2,966 | Spring Season |
| Don Dimick | HS Assistant Boys' Track Coach | 1 | \$2,205 | Spring Season |
| Michael Wallace | HS Assistant Boys' Track Coach | 3 | \$3,587 | Spring Season |
| Robert Lurie | HS Girls' Track Coach | 3 | \$4,344 | Spring Season |
| Mark Feinauer | HS Girls' Golf Coach | 3 | \$4,161 | Spring Season |
| David Pike | HS Boy's Track Coach | 3 | \$4,744 | Spring Season |
| Deborah Fuentes | HS JV Softball Coach | 3 | \$2,966 | Spring Season |
| Erin Tembras | HS JV Soccer Coach | 3 | \$2,547 | Spring Season |
| Jennifer Cook | HS Assistant Girls' Track Coach | 1 | \$2,205 | Spring Season |

**WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
April 9, 2007**

Report #06-58

FOR ACTION

Subject: **Voluntary Severance Agreement**

Recommendation:

The Superintendent recommends the Board of Education approve the voluntary severance agreement for those individuals with 12 or more years of teaching service. This agreement provides \$25,000, over two fiscal years, for eligible participants as defined by the attached documents.

Statement of Purpose/Issue:

The purpose of the voluntary severance agreement is to provide an incentive for senior staff to resign in order to retain less senior staff during an economic time requiring layoffs.

Budget Impact:

The impact on the 2007-08 year is a savings of \$21,000 for every staff person who is eligible. The agreement requires a minimum of five (5) eligible participants and has a maximum of twenty (20) eligible participants. The District will realize an additional \$9,400 savings for every staff member who is not employed. With twenty (20) proposed reductions, there is the potential of 20 unemployed people.

Rationale for Recommendation:

This incentive may create open positions for those employees who may be subject to layoff for the 2007-08 school year. The documents were prepared by the District's legal counsel and have been reviewed by the Association.

**Waverly Community Schools
Voluntary Severance Agreement Savings - excluding insurance
March 2007**

| | Year 1 | Year 2 | Accumulated Total |
|------------------------------------------------|---------------|---------------|----------------------|
| Senior staff member (salary, FICA, & ret.) | 89,210.00 | 90,102.10 | 179,312.10 |
| Less senior staff member (salary, FICA & ret.) | 55,521.00 | 59,233.00 | 114,754.00 |
| Total | 33,689.00 | 30,869.10 | 64,558.10 |
| Voluntary Severance payment | 12,500.00 | 12,500.00 | 25,000.00 |
| Total Saved | 21,189.00 | 18,369.10 | 39,558.10 |
| Participants | | | 20.00 |
| Savings | 423,780.00 | 367,382.00 | 791,162.00 |

Average teacher salaries were used for senior staff. A 1% increase was added in Year 2 for senior staff.
Average teacher salaries were used for less senior staff. A step increase was added in Year 2 for less senior staff.