

# Minutes of Regular Meeting

## April 25, 2011

### Houghton Lake Community Schools

---

A Regular Meeting of the Board of Education of Houghton Lake Community Schools was held Monday, April 25, 2011, beginning at 6:30 PM in the High School Cafeteria.

Board Members Present – David Johnson, Merry Maiani, Tim Scherer, Dave Harned, Paull Fry, Ron Duquette, Tom Dean

Administrators and Staff Present – Pam Akin, Susan Tyer, Brent Cryderman, Pete Injasoulian, Camie Hansen, Coreen Julin, John Earley, Lisa Earley, Amy Koupal, Deb Markiewicz, Darlene Roberts, Lori Warson, Evelyn Maciha, Stan Gardner, Alicia Thompson, Rhonda Whitlock, Diane Rustad, Sue Fitzryk, Sally Cotterman, Karen Hunt, Paula Youngberg, Brenda Kunik, Jill Trahan, Amy Peterson, Pat Bigford, Jan Pendrys, Kelly Jock, Gail Harned, Mary Fullmer

Visitors Present – Barbara Natkowski, Leonard Natkowski, Rebecca Purvis, Shirley Hargesheimer, Richard Koupal, Renee Britvec, Kraig Britvec, Allison Hood, Lena Aldridge, Lori Sajdak, Gail Barnes, Stacey Barnes, Lucy Stanislawski, Nicole King, Jill Huber, Penny Vendzuh, Dorothy Dull, Kay Lash, Heather Dull, Kenneth Streeter II, Jesse Green, Lynne Fossitt, Joe Wagner, Kathryn Hall, Jean Kramer, Kevin MacArthur, Marc Milburn, Faith Brausa, Lee Akin, Nan Akin, Brad Stimac, Amy Stimac, Cathryn Koupal, Kirk Koupal, Jim Haf, Larry Mead, Betsy Mead, Beth Stockwell, Douglas Stockwell, Dan MacGregor, Mark Souder, Brooke Souder, Richard Koupal, Wendy Morrison, Bob Filo

#### 1. **Approve Minutes Of Previous Meeting - 4-11-2011 Special Meeting**

Motion by Duquette, support by Maiani to approve the minutes of the Special Meeting on 4-11-2011. All in favor, motion carried. 7-0

#### 2. **Citizen's Request to Address the Board of Education**

**Mark Souder** 141 Crestview Drive - I am here to make a quick statement. We are forming a PACT - a non-profit group called the HLCBS HI Committee for better schools. Our mission is to voice the community passionate about the educational future of our children. We advocate for due process and proactive communication between decision makers and the public. We are looking for a healthy community and healthy schools. We would like to invite both a board member and our community to attend our first open meeting on May 11<sup>th</sup> @ Denton Township at 6:30. We invite everybody to come. We will have more information in the Resorter this week. There will also be a website.

**Dave Harned** - If all board members want to go to that, we would have to have it posted as a meeting. Are you putting the invitation out for one, for all, or for as many? So we will have to decide how many want to attend to see about posting it as a meeting. Thank you.

**Lori Warson** 4855 E. Falmouth Road, Falmouth Mi – I am very proud to say that I am a 3rd grade teacher at Collins Elementary. I taught 4<sup>th</sup> and 5<sup>th</sup> grades at Prudenville Elementary and Merritt Elementary prior to joining the staff at Collins Elementary. I have worked for HLCS for 23 years. As I sit here with tears in my eyes, I wrote this the other night work, I can't help but wonder what is happening to this community, and what will happen to this community once this investigation of Mr. Murphy is over and final decisions are made. My heart goes out to the Murphy family for all that they are enduring through this. I do, however, 100% back the HLCS Board in not releasing any information until the attorneys have reached a conclusion and made a determination or recommendation made by the board to terminate. I find it amazing that so many community members seem to know what Mr. Murphy is being investigated for when I as an employee don't even know. I have heard many different rumors but that's all they are as far as I am concerned, rumors. I recently heard about a discussion forum Topix and went on once to check it out. I cannot believe the things I was reading. Why are people being so malicious is beyond my comprehension. In the paper today I was appalled to see a half page ad taken out bashing certain HL board members up for re-election. I immediately went to the bottom of the page to see who

paid for such an article. The ad was paid for by Irish Properties Investments, Inc. at 11296 Tyron Trail, Fenton MI. I tried to find out more information about this company but was unable to find out anything. What I did find out was that at 11296 Tyron Trail there was a house for sale, a house owned by Kris Murphy. Is it just coincidence that the owner of this house who sponsored this ad has the same last name as Kevin Murphy? When will this madness end? In closing I urge you the HLCS board members to inform the public as soon possible about what this investigation is about and the results of the investigation.

**Wendy Morrison** 113 Devonshire Prudenville - I attended the last meeting that took place here and addressed the board about concerns I have regarding my daughter with special medical needs. Last week I sent a letter to the superintendent and other board members and have yet to be contacted. When do you guys plan on contacting me about my issues? I still would like to know why my husband and I were not allowed to attend the meeting that took place on March 30<sup>th</sup> between two board members, my daughter's doctor and the school nurse? I'd like to know why the acting superintendent was not present at that meeting? What are the policies regarding children with special medical needs at the Houghton Lake Schools? What are the policies and guidelines to complain about a principal? What action does the board take when there is a complaint? How do we know if anything has been done regarding our complaints?

**Deb Markiewicz** 770 Old Trail Drive On behalf of the Houghton Lake Education Association main negotiating team we would like you to reconsider hiring a Chief Negotiator. We would like you to consider collaborative bargaining with us. Last year we feel that it went very well negotiating with you over the last couple of years and we would like to see both sides go back to that, Use communication and open forum and that is what we would like to save that money on a Chief Negotiator.

**Kraig Britvec** 314 Driftwood Circle - me again – I am wondering if we are going to get any answers to the last time we were at a Special Meeting? I got no response, I got a phone call from a board member but I didn't get any answers. Do you plan on answering any of our questions? And I've got some statements to make: You are about to make a decision about hiring a negotiator when you don't need to yet. If you are going vote tonight on this you should really think long and hard about tabling it. Because you do not need to make the decision tonight. There is no rush. I am not saying you need one, I'm not saying you don't, I just don't know. But if you do vote tonight on this I'd like you to vote on a one year instead of a three year contract. Do not handcuff this whole community to a negotiator for three years when we don't even know if we need one yet.

**Bob Filo** 6006 W. Houghton Lake Drive - I am retired and have lived in HL for 5 years with my wife. I am interested in a great education for the children of this community. I am interested in how my tax dollars are being spent. I want to endorse the last speaker, I agree with him. Brought forth the idea that Mr. Injasoulian has experience – use him. If indeed Mr. Murphy is found to be reinstated he could take over at that time with the duties of the Chief Negotiator. \$42,000 seems like a small amount, but the school board has \$3 million to the good, That amount could be eaten up very rapidly by these negotiations and other expenditures that are going to be paid on behalf of the school board. \$42,000 could go a long way towards the salary of a new teacher or keeping other individuals on staff that are critically needed. There are other ways the board could look at saving money.

**Joe Wagner** 314 Milford Drive – I was going to attend last Wednesday's meeting. I was not going to speak. What I would like to say is: Members of the board, you were all voted in, we all trust you. We all know you in one way, shape or form; soccer, post office or whatever the case may be. We do trust you. We trust you as individuals in our community, We trust you to be on that board. We trust you to make decisions. However, one thing is very suspicious; why can we not get answers on the reason that Mr. Murphy was suspended? All we are asking is for answers and I would plead for you to give us some answers. We are waiting for you to give us some answers, that is all I ask.

**Becky Purvis** 104 Sandy Shore – Most of my questions are attached to the Chief Negotiator position. – When I left the meeting there were a lot of unanswered questions for me. What I don't like is leaving the meeting thinking I know where I stand. You approved \$50,000 to be spent for a lighting project. Was that for a consulting firm and then there will be additional for the lighting or was that just the lighting? Looking in the bylaws – the superintendent is appointed as the chief representative of the board to for a purpose of determining negotiating strategies and member of negotiation teams for collective bargaining with recognized unions and . During the last board meeting Mr. Dean made a comment that this is something that has been discussed and need to move forward on. Does that mean it was discussed with Mr. Murphy and the board prior to 4-4 meeting? Does Mr. Murphy support the third party negotiator? During the last board meeting Mr. Dean eluded to the fact that the negotiating committee and a slow beginning – and did not things together to start the negotiating process. Suggesting that this is one reason we need a 3<sup>rd</sup> party negotiator. Is the negotiating committee a standing committee or an ad hoc committee? I couldn't find that on the website who was on that committee? Who makes up the negotiating committee, what is the responsibilities of the negotiating committee, who is the committee chair, what are the persons thoughts on the issues we never heard from that chairperson. Also at the last meeting Mr. Dean made a comment that due to what is going with our situation with Mr. Murphy as this would have a bearing on whether the negotiator will be employed. Is that because Mr. Murphy has the ability to negotiate and is unavailable? When exactly does the contract end? Did the teachers union ask to start earlier than expected and is that why the committee wasn't ready? In the purchasing portion of the Bylaws it states that it is the policy of the board that the superintendent shall adhere to the following: Seek informal price quotations on purchases in

excess of \$5,000. When the purchase of, and contract for, single items of supplies, materials, or equipment is less than the amount allowed by State statute, but exceeds \$5,000 the Superintendent shall whenever possible, require three (3) competitive price quotations. Purchases in a single transaction that are in excess of the dollar amount permitted by State statute shall require competitive bids and, whenever possible, have at least three (3) such bids for substantiation of purchase and shall require approval of the Board prior to purchase. Has the Finance Committee received three competitive bids for a third party negotiator? Has anyone interviewed or researched third party negotiators? Is this the going rate length of contract, etc. for the services? Has the Finance Committee checked multiple references of a third party negotiator both negative and positive? Has each board member had an opportunity to review the contract at length that outlines the 2 options offered by the third party negotiator? Can either party discontinue the project at any time? Knowing that we would be in negotiations again this year is there a spending budget for the negotiating committee? Is it either earmarked already or identified in the budget? There was a lot of discussion about lawyer vs. third party negotiator. What part did the lawyer play in the last negotiations? What was paid out for that? What was paid to the lawyer to support contractual issues since the last negotiations? After the last negotiations was there a "lessons learned" done by the negotiating committee and administrative parties involved to prepare for this years' negotiations? Has a study been done to determine the following: the number of grievances filed, settled, at what level, cost per grievance settled, the reason for the grievance and number by each employee? How many grievances have been settled above the superintendent/Board of Education level? What cost has the school district paid out in grievances to the grievant and to the lawyer fees to support these?

**Lori Sajdak** – 100 Anchor Court I was going to write a question but I was too nervous so I am going to tell you this story instead. Last year I felt like my first grader and third grader were ready to ride the school bus. So I put them on the school bus in the morning and was nervous as most over bearing mothers are. They were bringing my kids back and they drove right by me. I was standing right at the bus stop and they forgot to drop my kids off. So they went on a 40 minute bus ride and I called the transportation department. This happened 3 times in 6 weeks. I was at the bus stop every day finally after the second time I went into the transportation office, in fact Mr. Harned was there, and he said to me your children are too quiet, too good, and too little for the bus driver to remember to drop them off. After being very upset I left. After it happened the third time I called the transportation again. He said Mam this is a union issue and I cannot tell you what I am doing to take care of it. So I called the superintendent. I have had kids in this system for 13 years and I called the sup first time ever. I had never met Kevin Murphy and he had not met me. He called me back that day and the next day took care of it with my daughters teacher. The teacher and my daughter were to use a sticky note to give to the bus driver to remember to drop her off. I was thrilled. I was thrilled with the outcome and that someone listened to me and that I was heard. That is what is going on, we feel like we are not being heard and listened to. The problem was resolved so I went to the principal of Collins Elementary School. I have been a volunteer in Collins Elementary for many, many years and I shared my story with her. I said I am so excited about this superintendent. Let me tell you what happened. And when I told her what had happened she put Merry Maiani's name and number on a piece of paper. She said this should never have been handled that way. You call and report him to the board of education. I am in the school a lot. I hear a lot in the teachers' lounge. I hear a lot in the hallway. I hear a handful, just a handful because my daughters have had tremendous teachers, are gossiping about it in front of our kids, they are talking about it in Pam's office and they are talking about it in the main elementary office when people are in there. I believe they have been trying to frame Kevin Murphy from the day he came here.

**Dave Harned** - Questions have been given to our attorney. Because he is in the process of his investigation. He will have the interviews back next week. The biggest misconception here is that Kevin is being disciplined, This is not ever going to be in his file. When the report comes back from the attorney that is when a decision will be made. At this point we will not compromise the investigation. The only question is ironic is that people are trying to say that this district has had 7 superintendents in the last 10 years. What is wrong with the district? If you are asking that questions you don't know the history of Houghton Lake. Greg McMillan came to the district. He never moved to the district. He never had any intention of staying in the district. John Walkley stepped up and said I will do this free of charge. While we did a search for superintendents he stepped in. Jim Pavelka came in as an interim superintendent. Jim Pavelka got sick. I hate to do this to you but I have become very sick, I need to resign. Lyle Spalding who had been a superintendent for the ISD stepped in. These are all Interims just filling positions while the search was being taken care of. Had Pete for 3 years. Pete came out of retirement. The question was raised about the cost of people coming and leaving the district? These gentlemen all did what they did for a straight salary, not benefits. All of them were retired, all of them helped us in tough times. That is the history of this district. Not because it is a bad district. It is a good district. We have great kids, we have a great staff, we've got a board really cares what is going on. So we are just trying to see this through to the end until the investigation is completed.

### 3. Superintendent's Report

**Pete Injasoulia** - We had our 7<sup>th</sup> snow day on Wednesday and the day was waived. I was in the buildings multiple times this week. I visited lots of classrooms. The teachers and staff are delivering excellent instruction to our kids. It is wonderful to find new programs, programs we have wanted to bring back for a long time that are now in here. I watched the choir rehearse and they are terrific. There are tremendous enhancements that are

here. This district is in outstanding shape right now. We will finish the year strong. We were able to start the planning for next year. We are in good shape. We have had musical chairs in the business office and we were able to bring Camie on board and she is really excellent. We have been able to save \$63,000 in the business office this year. People who do accounting do it different ways. She has been able to pull a lot of things together and she has been able to give us an accurate report on where we are now. I have been meeting with state representatives this week. The Governors' budget is on a very fast track. We will get, if we lose no kids next year, about \$750,000 less. If we lose 25 kids it will be about \$900,000. If we lose 50 kids it is going to be a little over \$1,000,000. Our retirement costs are going up to almost 25% which is about a 5% increase on retirement costs. Camie has estimated \$321,000 in retirement costs for next year. In northern MI there are categoricals that are really critical to us: The At-Risk funding, the declining enrollment money, and transportation. If they cut the categoricals this year, that is going to add to what we have to face next year. Some things that have been done will help us. Want to see the added programs stay. State Aid prognosis came early. The MS has had an interesting year. Test scores were down a little bit. They did not make AYP this year, however, we got a letter from the state superintendents' office this week that said they are one of 110 in the state that have been judged to beat the odds. One of 7 middle schools. This is a really great achievement for our MS staff. There will be more info for our newspaper.

#### 4. Discussion Items

##### A. First Reading - Golf Team Overnight Trip

Presenter: Eddie Johns

Golf Team Overnight Trip to Ludington – Coach Eddie Johns requested that the team have permission to attend the state tournament in Ludington (June 2<sup>nd</sup>) and the regionals in Charlevoix (June 9<sup>th</sup>). The team is also requesting \$640.

##### B. Second Reading - Chief Negotiator

Presenter: Finance Committee Tom Dean - Last week we talked about the possibility of hiring a Chief Negotiator to help move forward with our negotiations with the HLEA. Mr. Duquette, Mr. Scherer and myself are on the finance committee and also are part of negotiating committee. The other part of the negotiating committee is the superintendent at this point. A couple of questions that were asked by some of the board members and folks from the audience was checking out some references from this company. We have done that we have References from Belding Area Schools, Dryden Community Schools, Ionia Public Schools, Portland Public Schools, Shepard Public Schools, Elkin Pigeon Bayport Laker Schools. Very reasonable costs for the variety of negotiations and contract services. Some of the references were - knowledgeable, experienced. Stays in contact with us. Helped tremendously. Tremendous expertise in contract language. Ionia – 20+ years. Shepard Schools said he is candid and honest, understands schools and tells it like it is. Great on negotiating clear contract language. We talked about the idea of a 3 year contract at \$14,000 per year for each of the three years. One year for \$ 12,500. We have gotten a couple of bids from MASB with three options. Three years at \$21,000 per year. One year at \$12,900 per year. Option three was \$140 per hour. The number of hours we have spent in contracts in the past it has been anywhere from 75 to 100 hours minimum. Thrun Law Firm would be an hourly rate. Martha Marcero was not 100% sure if it was \$225 or \$230 per hour.

**Pete** – I was here through all of those negotiations. The school district between 2005 and probably 2008 or 2007 probably spent in the neighborhood of \$300,000 to \$400,000. I can tell you we have saved millions. I have negotiated five contracts over the years. I had some board help and some consulting but I definitely needed help when we negotiated at Houghton Lake. I don't think you'll find a superintendent that says "I am an expert negotiator." I think it would be very helpful to go with a one year contract. We are not at the point we should be to go into negotiations.

**Merry Maiani** – I took the liberty of taking a look at Mr. Murphy's resume. We did not hire Mr. Murphy for his financial expertise. We were very clear about that. We had a strong business manager in our office at the time. We were very interested in the curriculum piece that Mr. Murphy could offer us. He does list that he negotiated with teacher and support staff unions, but I take that to be on an administrative team. Because he came to us not as a previous superintendent, and based on what is listed on his resume and not listed as his key accomplishments, I would have to assume that he had no Chief Negotiating experience whatsoever. I would say that last year when we were finishing up the contract I believe Mr. Lewis really acted as our Chief Negotiator and that would have been Kevin's first year as a superintendent. Because a previous contract was settled without help, it almost bankrupted us and then the subsequent years we spent tens of thousands of dollars to recoup damage from strikes and complaints and just to get back on track again it really seems like \$12,500 in the grand scheme of things is dollars well spent. And would speak to preventing dollars lost spent on other kinds of things.

**Tom Dean** – we do plan to continue to work collaboratively and cooperatively with the HLEA in moving forward on the contract. Also, in order to move forward we need to take the negotiations aspect of this off the superintendent's plate in this case Mr. Injasoulian and if Mr. Murphy returns to us, also Mr. Murphy.

The finance committee recommends to the entire board that we enter into a one year contract with Labor Relations Services. Does the board have any questions?

**David Johnson** – I just had a question about at what point we have gone through Thrun Law for grievances and those types of things. If I am understanding this right, this will end up being cost neutral with things that Thrun is handling right now for us, this gentleman would be covering at this point if this is what the board decides to do towards negotiations. This would be more expensive than our current contract with Thrun?

**Tom Dean** – Anything that Thrun is currently handling for us they would continue to handle for us. After the contract is negotiated, we can talk to this Labor Relations Services. Anything from this point forward we can speak to this person about.

**Tim Scherer** – Back to the collaborative nature – couple of the things that I noticed in recommendations was the relationship he has with the employees and the trust he has from the employees.

**Dave Harned** – Mr. Cryderman would you give us some insight.

**Brent Cryderman** - Found that he was very professional and thorough. He looked at areas that we can clean up. All references come in strong. With looking at a cost neutral position. The number of items that proceed to arbitration should diminish significantly. I did look at the presentation from MASB side by side and the depth and quality of work from Labor Relations Services was far and above that of MASB. From my prospective, he did an excellent job for us.

### C. Second Reading - Women's Select Choir Overnight Trip

Women's Select choir – This will be an all female trip with chaperones. Hotel in Ann Arbor overnight. They will be getting professional experience at no cost to the district.

### D. Completion of Bond Projects

**Pete Injasoulian** – I told the board that the economy and competition were such that we would have money left to do additional things. We will fix the bleachers at the high school.

**John Earley** - The high school bleachers are original from 1978. They have seen extensive repairs over the last couple of years and it is getting to the point now where we will start to see the area of \$15,000 to \$20,000 every year of two to repair them. There is \$100,000 set aside for paving projects. It will run \$70,000 to repair the main loop of the high school driveway because of the storm drains and pipes are coming up out of the ground. Also in the back parking lot outside of the Technology and Staff Training Center the storm drains are coming up.

**Pete Injasoulian** – Mr. Cryderman and I took a look and it looks like only a portion of that really needs some help. Right now there is \$39,000 to purchase classroom furniture. Again, hopefully we can make that a little higher as we look at these. Bond Committee set aside a \$30,000 contingency for wrapping up any projects that need finishing up.

**John Earley** - Looking at security fencing at Collins. \$7,000 has been set aside for the fencing on the west to the south end of the school property that is used for playground use.

**Pete Injasoulian** - The amount to finish up the technology portion in the amount of \$100,000. That has also been set aside. Mr. Earley you now have a \$100,000 per year I understand.

**John Earley** - There is a \$50,000 lighting project in the works. These are very cost effective lights. That will be a payback in less than 5 years. The final amount is \$50,000 set aside from the \$100,000 to get the high school track back into shape. Those are the projects we are trying to approve to wrap up the track issue. The total cost for the lighting project - \$40,000 to \$50,000 is for the lighting project and the consulting and study fee is on top of that. Total will be between \$40,000 and \$60,000.

### E. New Hire Part-time Special Ed Teacher/Student Services Collaborator

We need to give our Alt Ed some Special Ed services. Money has been set aside this year and it will affect how our Title dollars are spent next year. The new hire will work 10 hours as a teacher and 15 hours as a Student Services Collaborator. The total for the remainder of the year is \$4037 which will put us back in compliance with the state. This should take us through the end of the year, the last 7 weeks. This is paid for with Title dollars but will be out of General Fund.

### F. COOR Special Ed Millage

Bob Jones came in to discuss the Special Ed millage. Levy is .75 of 1 mill. ISD is asking us to approve a millage .6961 which is reduced to .6329 because of Headlee. They want to add .5852 to that amount. Houghton Lake would get an additional \$200,000+ dollars. It would be \$.59 per \$1000 taxable value. If passed it would work out to \$29.26 per year for a \$100K value home. I apologize for this not being in the public. We will see that the Resorter gets a copy of this.

### F. Rescind Contract

Martha Marcerro from Thrun is working on redoing the contracts and she brought to light that we missed one. We need to take action to add Steve Rieger to the list of contracts that were rescinded.

## G. 2010/2011 General Fund Budget Amendment

Motion by Duquette support by Scherer to approve the 2010-2011 General Fund Budget Amendment as presented. All in favor 7-0

(Pete explained the budget amendment for the General Fund and read the numbers. Thank you to Camie for coming in and helping the board with this.

## 5. Citizen's Second Request to Address the Board of Education

**Lori Warson** - If you hire this Chief Negotiator will they be a consultant or a Chief Negotiator?

Dave Harned – The title will still be a Chief Negotiator.

**Lena Aldridge** – 138 Questview Drive. Spoke earlier about deciding on his suspension. Did he have that choice in March. Did he know what that meeting was about? I am new in the community. I really want to trust you. I have been very happy with Kevin Murphy and Mary Murphy in the schools. I would like to know if you have given him a chance? Did he know of these concerns so he could try to change them? It is big deal to the community and his children. This is a normal investigative process when allegations have been made. If it proves that they are not true. There will be action if the allegations are proven to be true.

**Mark Souder** –HLCBS – Personal take on the people who formed this committee. As Joe Wagner, everybody knows someone in this group. I have four beautiful girls, three who attend the schools here. My fourth child starts school next year. Don't think that we don't have the best intentions with our thought process. It is not against the board or the administrators or teachers. This group is being formed for a healthy community and healthy schools. We all have children that are going to be here a long time. I went to school here. We had great sports and teachers and we want to see that continue. My children and the other members' children are going to be around here for a long time. This is being formed for the right reasons. In regards to the negotiator – Mr. Harned mentioned that Pete would step in to cross T's and dot I's. It was just mentioned that the core people would be on the inside with the negotiator on the outside for negotiations. I would still like to see Pete as part of that core team but, if we are not in a time sensitive mode, to wait until we make a final decision on who is going to steer this ship. We want that person to be long term. There has been a long list of people who have stepped in. Whether the word is suspension, non discipline leave or whatever the case is – there has been no communication and that is all anybody is asking for. We don't want the soap opera. You are going to see the committee getting behind the school system because we don't want to see this in the future. The biggest thing you guys can do, I am sure you have the attorney telling you to not say a word, that's fine but the best you can do is to give us information. If you didn't want this train becoming derailed like it has it is because we are uninformed.

**Kirk Koupal**. 321 Waterway Court – I also have a child in the school system. I am sure that all of this turnout is that you have seen here has been because we are concerned. We want to get to the bottom of what is going on. We are uninformed at this point I understand your part of the frustration trying to get to the bottom of what is going on is a real concern. Now I am standing here as a parent, I am sure all of us want to know what the outcome is going to be. I am sure the final outcome will be published in the paper. As you talk about the allegations, one situation if they are false against Mr. Murphy, we do expect some kind of reprimand or disciplinary action against the person who brought these allegations against Mr. Murphy.

## 6. Board Opportunity to Make a Comment/Statement

**Merry Maiani** – Isn't the contract expiring on June 30<sup>th</sup>? Yet there are people who feel what is the our hurry? If we don't negotiate a contract we just keep going on with the contract we have. That can be advantageous to either group. That is what is on the forefront. We have been asking for this information since December. We have not been given the information we have asked for. There is no reason why Mr. Murphy can't jump in if he comes back.

**Dave** – When I look at the 7 people up here we don't get a salary for what we do, we do this because we love kids. We do this because we love kids. We don't do this because there is glory in the job. Because as Dr. Haff will tell you it doesn't matter what you do somebody mad at you because you did the wrong thing. We are not about trying to do the wrong thing. We are trying to follow legal advice. And do the things we are told do. We are trying to listen to everybody. I love the parent group. I have no objection, in fact I am looking fo see this kind of turn out at every board meeting, maybe we will now. We need parental involvement. We need help. We are not just here because we like to be in front of a crowd of people. None of are looking for that. We're here because we love kids. We're here because we want to do the right thing for the schools. I've been here since the schools were n dire needs. Through a lot of help from a lot of people we've pulled out with a lot of sacrifice from a lot of people. We pulled ourselves up. We were on the brink of bankruptcy, people don't remember the bank did not want to lend us money. We were looking at closing the doors in march. We managed to get through that. We closed buildings. That was inconvenient. There are people who dearly loved Merritt Elementary and Prudenville Elementary. Those were difficult decisions and we made them with a lot of inner turmoil. There were a lot of sleepless nights. We are not trying to arbitrarily make decisions. We are making them with a lot of thought and a lot of prayer.

**Pete Injasoulian** –I have been remiss. I have an open door. I don't have a house phone but my blackberry number is 989-630-7550. I would like to meet with the lady who has the youngster who has some medical issues. My personal e-mail is [peteinjasoulian@hotmail.com](mailto:peteinjasoulian@hotmail.com) . My office number is 366-2031.

## **7. Action Items**

### **A. Consent Agenda**

Motion by Duquette, support by Scherer to approve the Consent Agenda as presented. All in favor, motion carried. Yes – 7, No – 0

### **B. Action - Approve hire of Chief Negotiator**

Motion by Dean, support by Duquette to approve the hire of Labor Relations Services for a 1 year contract as Chief Negotiator as presented. Motion carried. Yes – 6, No – 1 (Fry)

### **C. Action - Approve New Hire Alternative Ed Part-time Special Ed Teacher/Student Services Collaborator**

Motion by Maiani support by Dean to approve the hire of a Special Ed Teacher/Student Services Collaborator as presented. All in favor, motion carried. Yes – 7, No - 0

### **D. Action - Approve Completion of Bond Projects**

Motion by Duquette support by Scherer to approve the completion of the bond projects as presented. All in favor, motion carried. Yes – 7, No - 0

### **E. Action - Approve Women's Select Choir Overnight Trip**

Motion by Scherer support by Duquette to approve the Women's Select Choir overnight trip to Ann Arbor as presented. All in favor, motion carried. Yes 7, No - 0

### **F. Action - Approve Adding Steve Rieger to the List of Rescinded Contracts**

Motion by Duquette support by Maiani to add Steve Rieger to the list of rescinded contracts as presented. All in favor, motion carried. Yes – 7, No – 0

### **G. Action - Approve 2010-2011 General Fund Budget Amendment**

Motion by Duquette, support by Scherer to approve the 2010-2011 General Fund Budget as presented. All in favor, motion carried. Yes – 7, No - 0

## **8. Correspondence**

## **9. Adjourn**

Motion by Duquette, support by Maiani to adjourn the meeting at 8:15pm. All in favor, motion carried. Yes – 7, No – 0