

## **July 21, 2011 Special Meeting**

Board Members Present – Tom Dean, Merry Maiani, Tim Scherer, Dave Johnson, Betsy Mead

Administrators and Staff Present – Kevin Murphy, Maureen Whidden

Visitors – John Fuller, Sindy Fuller, Paula Fuller

Press – Mike Metzger – Houghton Lake Resorter

**Call the meeting to order at 5:36 p.m. *Pledge of Allegiance***

**Citizen's request to address the board – None**

### **Discussion Items**

The hiring of the Houghton Lake Community Schools Football coach.

The board members present reviewed and discussed Mr. Fuller's resume. The staff currently consists of Dan Balbach, Tom Blanchard, and Jim Gerdes as assistants.

**Betsy Mead** - Is this a hire we are looking to keep long term.

**Kevin Murphy** – We looked at a one year position which could grow based on the uniqueness of the timing. If you back track to February we had a long time before we hired. We have a short amount of time to make this decision.

**Merry Maiani** - Are the kids being fed at football camp? The food service is offering free lunch. Are the band kids being fed at camp? This year would be a charge to the band, right?

**Kevin Murphy** – Yes

**Merry Maiani** – Are you going to need their trailer at all, or are you still negotiating that? I don't know where you are with that.

**Kevin Murphy** – I went to the Jaguar board meeting last night and pulled out board policy and administrative guidelines, and I think we have resolution. They wanted to document and have a proposal.

**President Dean turned the meeting over to Superintendent Murphy**

**Kevin Murphy** – I would like to thank the board for holding this special meeting. The rationale for this rush is because we have football Cat Camp next week. We wanted to make sure Coach Fuller has the opportunity to be on board and run that camp.

**Maureen Whidden** – I had the privilege of interviewing Coach Fuller yesterday. He brings solid football experience with the Jaguars, and also with Kalkaska high school. He has a team philosophy that impressed us. He really had the fundamentals of teaching and getting the kids to learn. He is on the ball and ready to start Cat Camp on Monday afternoon. I spoke with Mr. Fry this morning. He wanted to extend his support of Mr. Fuller and he is thrilled that you were able to interview and accept the position. We are thrilled to have you on board, and we really appreciate it.

**Merry Maiani** – I just want to thank you for stepping up. Thank you, and we really appreciate it. You are bringing some real talent.

**John Fuller** – **Thank you**, I feel very fortunate to have the staff that is already in place. There are a lot of knowledgeable people already there. I plan on having all of the assistant coaches involved to a higher degree than they have been in the past. We are going to do it as a coaching staff team, as well as a player team.

**Tom Dean** - You have already had quite a lot of contact with some of these gentlemen that you will be working with.

**John Fuller** – I know the kids really well. I have coached my son Michael since the 5<sup>th</sup> grade; he is a senior this year. They know what to expect from me. I think a lot of anxiety has been building.

**Tom Dean** – That is great; you can hit the ground running.

**Kevin** – And you are an alumni of Houghton Lake?

**John Fuller** - Yes, I was Captain of the 1976 Bobcats!

**Kevin Murphy** –Board policy 3120.08 which allows for the employment directly or indirectly. We have had dialog as individuals on the board about that philosophy utilizing PESG. We now want to take advantage and have our coaches be direct employees of Houghton Lake Community Schools. I would like to state the reasons for that: The PESG administrative fee is now up to 17%. The reason we had gone to PESG was to save money. The balance is not there. Also, we have some direction from our law firm that we have some exposure in liability for individuals and the district with a third party employer. It is not worth the exposed liability, and the savings is not there. A third party employer also means that we are not the coach's direct supervisor. It is very hard to hire and evaluate with a third party employer. We think this is much cleaner. We can start promoting that and answering questions from our coaches down the road. I see no down side.

**Merry Maiani** – Is the plan to eventually have all of the coaches hired by us?

**Kevin Murphy** – We will move to have direct employment all of our coaches.

## **Citizen's Second Request to Address the Board**

### **Board's opportunity to comment**

#### **Action**

##### **Approve the hire of John Fuller as the Varsity Head Football Coach**

Motion by Scherer, support by Johnson to hire John Fuller as the Varsity Head Football Coach (pending a clear background check) as presented. All in favor, motion carried. Yes – 5, No – 0. Motion carried.

#### **Adjourn**

Motion by Maiani, support by Johnson to adjourn the meeting at 6:00 p.m. All in favor, motion carried. Yes – 5, No -0.