

Honey Creek Community School
Minutes of November 16, 2011 Board of Trustees Meeting
Call to Order: 5:33p.m. by Board President Scott Mahler
Recording Secretary: Karen Giltrow

Board Members Present: Pat Conlin, Brian Hockley, Kelly Krawcke, and Scott Mahler.

Staff and Community Members Present: Al Waters, Shellee Almquist, Tammy Hall, Sue Hofbauer, Karen Giltrow, and Will Hathaway.

Board Spotlight: Tammy Hall reviewed the MAPSA presentation the 2/3 teachers gave on November 8, 2011 on an integrated, project based approach to instruction.

Consent Agenda: Scott Mahler requested the following addition to the October 26, 2011 board minutes under the Finance Committee Report:

Add, **“for the current year”** to the end of the sentence “Updated post-audit budget deficit is \$124,229.00 and the approved June budget deficit amount was \$112,061.00.

Kelly Krawcke raised the question from the “kudos” section of the October Board Minutes of whether parents could be asked to donate classroom supplies and use the PTO funds differently. A discussion followed. Pat Conlin moved, supported by Kelly Krawcke to accept the consent agenda as amended. **Motion was approved by all board members present.**

Public Participation: Scott Mahler welcomed community member Will Hathaway to the meeting.

Finance Committee Report: Written report in board packet. Brian Hockley noted the committee discussed the idea of a raise or bonus for the staff as charged by the board at the October 26, 2011 meeting. The committee came back to the board recommending that due to the budget deficit, a raise or bonus should not be considered at this time. The board supported the committee’s recommendation.

Al Waters informed the board the Michigan Senate passed a new bill regarding MPSERS retirement and health care. Staff who began contributing to MPSERS before 1995 will receive full health care benefits in retirement, Those who began contributing after 1995, will not receive full health care benefits in retirement but will be eligible to participate in a Health Savings Account. This bill has not passed the Michigan House at this time.

Fund Development Report: Written report in board packet. The draft of the new organization’s mission, articles of incorporation, and bylaws should be ready to present to the board for feedback in December. The next steps will be to identify board members, and to develop a 3-year plan to transition current activities to the new organization. Community members Keith Walter and Steve Rich have joined the committee and bring

their backgrounds in marketing and non-profit law with them. A discussion followed on fundraising.

Governance Committee Report: The committee recommended Will Hathaway fill the vacant board position, and to have committee reports posted on the Honey Creek Community School website. Board President Scott Mahler received a letter or resignation from board member Libby Sheldon. Pat Conlin moved, supported by Brian Hockley to accept Libby Sheldon's resignation and approve the appointment of Will Hathaway to fill the vacant board position for the remainder of the 2011-12 school year. **Motion was approved by all board members present.**

Outreach Committee Report: Written report in board packet. Work on creating a new Honey Creek School Logo has been tabled at this time due to the professional demands of Joshua Schnable. Work will continue on the logo after the new website is launched. The website expected release date is January 2012.

Strategy Committee Report: Written report in board packet. The committee members include two teachers (Joe Griffith, Tammy Hall), two board members (Scott Mahler, Lisa Wozniak), two parents (Yvette Atkinson, Sue Kirkup), and two administrators (Shellee Almquist, Al Waters). The next meeting is scheduled for November 17, 2011.

Faculty Liaison Report: Tammy Hall polled the faculty as charged by the board, regarding their preference on receiving a raise or money towards their health insurance should the budget allow. The faculty unanimously chose a raise should the funds become available. Scott Mahler requested the board continue to look at the budget and keep the option of giving staff a raise or bonus open.

Director's Report: Written report in board packet.

- The MAPSA Director of Grants and Development contacted Al Waters regarding a dissemination grant to document and share information on how Honey Creek works.
- Director of EMU School of Education is pursuing a partnership with Honey Creek to place pre-service teachers in our school.
- Rudolph Steiner Early Elementary Enrollment Director Ami Wilson, requested a visit to Honey Creek to see how we operate.
- The additional 3% employee MP SER payroll deductions will no longer be taken out of employee paychecks due to the Michigan Supreme Court ruling. Directions have not been given at this time. Al Waters will find out more information on when the 3% additional deductions will end and whether or not employees will receive reimbursement for their prior deductions.
- Al Waters reported he is interested in forming a group of community based Michigan schools.

Old Business:

Board Goals

The agenda item “Board Goals” was tabled until the Governance Committee identifies the fourth board goal.

New Business:

Compensation Policy

The following amendments to the compensation policy were discussed:

- Lead Teacher: Teachers who transition from part-time to full-time will be eligible for lead teacher status after one full year of full-time employment and an average, based on the five-year work schedule that is not less than .85 FTE. Permanent part-time teachers who have successfully completed five years of permanent employment shall receive a prorated increase based upon the actual FTE. Note: The FTE requirement is based upon the HCCS benefit eligibility requirement.
- Personal/Sick Leave: Employees who exceed the 12 PSO days shall have the equivalent of one day’s pay deducted from the next paycheck. However, employees are allowed to donate PSO days to other employees when circumstances require an employee additional time off.
- Co-Insurance section was removed and Health Savings Account was added. Health Savings Account: Honey Creek Community School presently offers a high deductible health insurance plan that meets federal requirements for a health savings account. Employees who wish to open a health savings account should contact the Assistant Director for present federal guidelines and to arrange for payroll deductions.

Pat Conlin moved, supported by Will Hathaway to approve the Compensation Policy as amended. **Motion was approved by all board members present.**

Other Items of Business: Al Waters led a discussion on the Michigan Senate Bill 137 that was passed on November 2, 2011 regarding school bullying policies. WHEREAS, on November 2, 2011, the Michigan Senate passed Senate Bill 137, regarding school district bullying policies; and WHEREAS, the bill was amended to read that the bill would not prohibit conduct under the bill which is considered “a statement of a sincerely held religious belief or moral conviction of a school employee, school volunteer, pupil, or a pupil’s parent or guardian”; and WHEREAS, as the bill is read, it can be construed as permitting bullying if the student falls under this exception; and WHEREAS, it is the duty of a school district to protect each and every student who attends school in their district, regardless of any special characteristics; and WHEREAS, Senate Bill 137, in it’s current format would permit an exception to Honey Creek Community School’s Board of Education’s current policies; and WHEREAS, each and every child who attends Honey Creek Community School has the unequivocal right to be protected from bullying; and WHEREAS, bullying in any way, shape or form is wrong; now, therefore be it

RESOLVED, that the Honey Creek Community School Board of Education opposes Senate Bill 137 in it's current format.

”Motion was approved by all board members present. Al Waters will draft a letter to be signed and sent from the Honey Creek Community School Board of Trustees opposing Senate Bill 137.

Board Kudos To:

- Libby Sheldon for serving two years on the Honey Creek Community School Board. Her knowledge, advocacy, and passion for our community will be greatly missed.
- All of the amazing Fall Festival volunteers for their hard work, making the event a total success.
- All the teachers, parents, and students for participating in informative conferences.
- Kristin Vespa and Alicia Schuster for another terrific Field Hockey season.

Preparation for Board Communications: Kelly Krawcke will prepare a summary of the board meeting for the school newsletter.

Public Participation: None.

Adjournment: Pat Conlin moved to adjourn the meeting at 7:05p.m.

Board Attendance:

Name	Present	Absent
P. Conlin	3	2 (August, September)
W. Hathaway	1	0
B. Hockley	5	0
L. Knox	4	1 (November)
K. Krawcke	5	0
S. Mahler	4	1 (July)
L. Wozniak	4	1 (November)