

Initials: KDC

## DAVISON COMMUNITY SCHOOLS

### Board of Education

Monday, October 7, 2019

7:00 p.m.

Davison High School Athletic Meeting Room

### MINUTES

**MEMBERS PRESENT:**

Karen Conover  
John Hair  
Mark McGlashen  
Diane Rhines  
Matthew Smith  
Granger Stefanko  
Kathleen Sudia

**STUDENT  
REPRESENTATIVES  
PRESENT:**

Evan Karr  
Jack Griswold

**ADMINISTRATION:**

Kevin Brown, Superintendent of Schools  
Matt Lobban, Assistant Superintendent  
Holly Halabicky, Executive Director of Student Services  
Michelle Edwards, Director of Public Information  
Phil Thom, Executive Director of Operations  
Leslie Young, Director of Business Services  
Keri Collins, Hahn Intermediate Assistant Principal  
Andrea Ferguson, Middle School Assistant Principal  
Christy Flowers, Siple Elementary Principal  
Verle Gilbert, Hahn Intermediate Principal  
Ron Jacobs, High School Principal  
Natalie Miller, Thomson Elementary Principal  
Josie Paquette, Middle School Principal  
Jerry Piger, Alternative Education Principal  
Jennifer Torok, Hill Elementary Principal  
Theresa Wendt, Gates Elementary Principal

**STAFF:**

Eric Chorley, Julie Crockett, Dena Downey, Brad Fuson,  
Christine Glann, Angie Hards, Sara Howes, Chris Lesko,  
Bridgett Massaro, Tanya Meinburg, Rebecca Schultz, Amy  
Sherlock

**OTHER GUESTS:**

Mo Aboneaaj, Jessica Abraham, Erica Bastuk, Melinda Castle,  
Rachael Coates, Janine Cool, Larry Cool, James Dixon, Jr., Al  
Hatch, Pat Hatch, Angie Hawley, Ernest Hulber, Stacey  
Hulber, Vincent Hulber, Damein Ledford, Chris MacLean, Ray  
MacLean, Brent Meinburg, Jennie Mullenix, Zoe Rhines,  
Andrea Schroeder, Jason Schwabauer, Kristy Schwabauer,  
Lyndon Siple, Alexandria Smeltzer, Andrew Thomas,  
Stephanie Thomas, Wendy Tiggart, Tony Tiggart, Vanessa  
Wernette, Paige West

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## **ORDER OF BUSINESS:**

**CALL TO ORDER:** The regular meeting of the Davison Board of Education was called to order by President Kathleen Sudia at 7:02 pm in the Davison High School Athletic Meeting Room.

**PLEDGE OF ALLEGIANCE:** The Pledge of Allegiance was led by Gates Elementary Principal Theresa, Counselor Christine Glann and Gates' Student Ambassadors. These 4<sup>th</sup> grade students were selected based on teacher recommendation, their kind and outgoing friendly personalities, their willingness to always assist fellow classmates and their dedication to following the Cardinal Code.

**ROLL CALL:** Robin Ricca read the roll. Members present: Karen Conover, John Hair, Mark McGlashen, Diane Rhines, Matthew Smith, Granger Stefanko and Kathleen Sudia. Student members present: Evan Karr and Jack Griswold.

**APPROVAL OF AGENDA:** Moved by Karen Conover, supported by Matthew Smith, to approve the agenda as presented. The motion was carried with a vote of 7-yes, 0-no.

**APPROVAL OF CONSENT AGENDA:** Moved by John Hair, supported by Mark McGlashen, to approve the consent agenda which included items 1-4 below:

1. **Approval of Minutes:** Approval of the minutes from the previous regular meeting of September 9, 2019. Approval of the minutes for committee meetings held since the September 9, 2019 board meeting.
2. **Approval of Bills for Payment:** Approval of payment of the bills for September:  
  
AP-Pooled Cash: General Fund, DCER Fund, DTV Fund,  
Food Service Fund, and Student Activity Fund   \$ 1,377,784.68
3. **Treasurer's Report:** Approval of the Treasurer's Report for the month of September.
4. **Monthly Personnel Reports:** Approval of personnel activity for the period of September 5 through October 2, 2019.

The motion was carried with a vote of 7-yes, 0-no.

## **COMMUNICATIONS:**

### **Special Presentations:**

**KIDS FIRST AWARD RECOGNITION:** K-6 District Math Coach Julie Crockett was honored as our October "Kids First Employee of the Month." This employee recognition initiative has been developed to recognize employees for going above and beyond the call of duty to meet the needs of the children they serve. The program is being sponsored by Mark Owen of MEEMIC Insurance in Davison.

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**RECOGNITION OF STUDENTS FEATURED IN THE CITY OF DAVISON GROUND WATER PROTECTION CALENDAR AND ACKNOWLEDGEMENT OF THE CITY OF DAVISON'S ONGOING SUPPORT OF THE DISTRICT AND OUR STUDENTS:** Lily Schultz, Hahn Intermediate 6<sup>th</sup> Grade Student, designed the cover of the 2019-2020 City of Davison Ground Water Protection Calendar titled "Bee a Hero, Save Earth's Water!" The following students had pictures featured in the calendar:

- Miley Siple, Hahn Intermediate
- Razel Ledford, Central Elementary
- Alivia Cliff, Central Elementary
- Josie Rogers, Hahn Intermediate
- Naomi Staudacher, Hahn Intermediate
- Calvin Ferguson, Hill Elementary
- Elena Miller, Gates Elementary
- Cole Aboneaaj, Gates Elementary
- Molly Schultz, Central Elementary
- Sydney Simmons, Hahn Elementary
- Lauren Hennagir, Hahn Elementary
- Sophie Schwabauer, Siple Elementary

Honorable mentions in the contest design were: Evelyn Dixon and Carson Meinburg from Gates Elementary, Averie Newman and Shianne Saunders from Hill Elementary and Brianna Hulber and Trinity Tiggart from Central Elementary. The calendar was made possible through a grant to the City of Davison from the Michigan DEQ. Also, DHS 9<sup>th</sup> Grade Student Emmerson Wernette had the winning design for the City of Davison Ground Water Protection T-shirt contest.

**RECOGNITION OF GATES ELEMENTARY TEACHER BRIDGETTE MASSARO AS THE 2019 DAVISON EDUCATIONAL FOUNDATION'S PROFESSIONAL SCHOLAR OF THE YEAR:** Last June, Mrs. Massaro traveled to Miksic, Montenegro where she presented and attended an international conference for teachers of English as a foreign language. She presented on phonemic awareness and techniques used in Davison with first grade students. Mrs. Massaro is pursuing a second master's degree in Teaching English to Speakers of Other Languages from Eastern Michigan University.

**STUDENT ASSESSMENT RESULTS AND GRADUATION RATES:** Assistant Superintendent Matt Lobban and Assessment Coordinator Eric Chorley presented the results of the 2018/2019 M-STEP, PSAT and SAT testing along with a graduation rate update.

**From the Public:** Visitors were welcomed and invited to address the Board.

Stephanie Thomas shared upcoming events for the Girls' Varsity Swim Team: Trunk or Treat sponsored by the DDA is October 11-12, Lock-In Fundraiser will be held on October 18 and Senior's Night is scheduled for October 22.

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**ACTION ITEMS:**

**APPROVAL OF DAVISON VARSITY DANCE TEAM TRIP TO ORLANDO, FLORIDA:** High School Principal Ron Jacobs requested the Board's authorization for an overnight trip to Orlando, December 29 - January 2, 2020 for 10-13 students to perform at the Disney World Citrus Bowl. Details regarding this trip were previously distributed. Moved by Matthew Smith, supported by Karen Conover, to approve the Davison Varsity Dance Team's Trip to Orlando. The motion was carried with a vote of 7-yes, 0-no.

**APPROVAL OF 8<sup>TH</sup> GRADE WASHINGTON D.C. TRIP:** Middle School Teacher Janet Green requested the Board's authorization to plan a field trip May 22-25, 2020 to Washington D.C. for any interested eighth grade student. Details about the proposed trip were previously distributed. Moved by Granger Stefanko, supported by John Hair, to approve the 8<sup>th</sup> Grade Washington D.C. Trip. The motion was carried with a vote of 7-yes, 0-no.

**APPROVAL OF MERIT BASED COMPENSATION:** The Michigan Revised School Code MCL 380.1250 requires school districts to establish a method of compensating its teachers and administrators based on performance. This year the recommendation for merit based compensation is an off-scale payment to teachers and administrators rated as effective or highly effective through their end of year performance evaluation. Furthermore, to keep with the spirit of encouraging high performance from all Davison Community Schools' employees, it is recommended that an off-scale payment be provided to all full and part-time employees that worked a minimum of the second semester of the 2018-2019 school year. Those off-scale payments are listed below.

Administrators:	\$1,000
Supervisors:	\$800
Teachers:	\$600
Central Office Staff:	\$500
Full Time Hourly	\$400
Part Time Hourly	\$200

Moved by Karen Conover, supported by Matthew Smith, to approve the recommended merit based compensation in an off-scale payment on the October 25, 2019 pay period. There was discussion and questions were answered. The motion was carried with a vote of 7-yes, 0-no.

**ACCEPTANCE OF CONTRIBUTIONS:** Moved by John Hair, supported by Granger Stefanko, to gratefully accept the following contributions and to direct the Superintendent to express the Board's gratitude in writing:

- Wojo's Garden Splendors donated flower planters to Thomson Elementary for beautification of the school at the start of this school year.
- Journey Ministries donated clothing items to Siple Elementary to be used by students when they need a change of clothes during the school day.

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**From the Superintendent:**

Superintendent Kevin Brown shared his thoughts on the successful homecoming week, parade, football game and dance.

**From our Student Representatives:**

Evan Karr and Jack Griswold reported on events of interest at Davison High School.

**Other Matters Which May Properly Come Before the Board (From Board members):**

President Kathy Sudia reminded Board members to return their completed superintendent evaluations to her by Friday, October 18.


Trustee Matthew Smith said he met Department of Education Secretary Betsy DeVos and talked about board certification with Representative Sheryl Kennedy.

**Future Meeting Date:**

Next Regular Meeting: Monday, November 4, 2019  
7:00 p.m.  
Davison High School  
Athletic Meeting Room  
1250 N. Oak Road  
Davison, MI 48423

**ADJOURNMENT:** Moved by Karen Conover, supported by Matthew Smith, to adjourn the meeting at 8:14 pm. The motion was carried with a vote of 7-yes, 0-no.

Respectfully submitted:

  
Karen D. Conover, Secretary  
Davison Board of Education