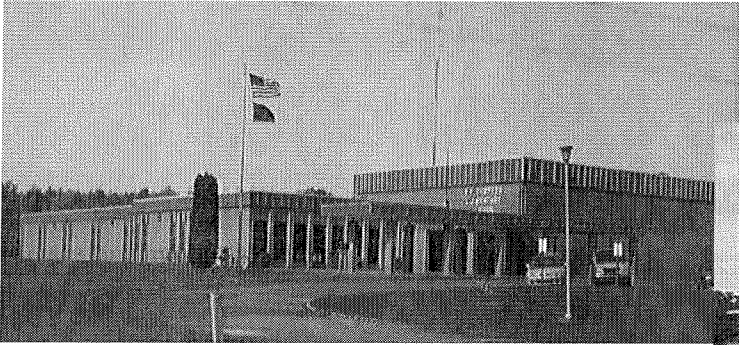


BOARD OF EDUCATION

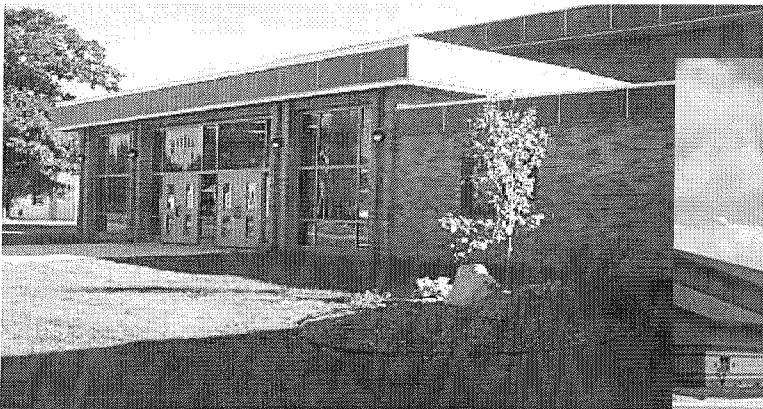
SPECIAL MEETING



GLADSTONE AREA SCHOOLS

"Together We Make a Difference"

GLADSTONE, MICHIGAN



JONES / MIDDLE SCHOOL / PUBLIC LIBRARY

MONDAY, MAY 30, 2012

7:00 P.M.

SPECIAL BOARD MEETING
GLADSTONE AREA SCHOOLS
400 SOUTH TENTH STREET
GLADSTONE, MI 49837

WEDNESDAY, MAY 30, 2012
JONES / MIDDLE SCHOOL / PUBLIC LIBRARY – 7:00 P.M.

AGENDA:

I. Call to Order

- A. Pledge of Allegiance
- B. Comments from Board Members and / or Administrators
- C. Recognition of Visitors
- D. Approval of Agenda

II. Reports

- A. Standing Committee Reports
 - 1. Curriculum and Personnel
- B. Superintendent

III. New Business

- A. Award Temporary Transportation Coordinator to Dan Bjorkquist
- B. Accept Letter of Intent to Retire from Paula Maskart EOY 2012-13
- C. Approve Elementary Student Handbook Revisions
- D. Adopt Resolution for Reduction in Teaching Staff

V. Recognition of Visitors

VI. Adjournment

GEK/klf

“This meeting is a meeting of the Board of Education *in public* for the purpose of conducting the School District’s business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in the agenda.”

**GLADSTONE AREA SCHOOLS
400 SOUTH TENTH STREET
GLADSTONE, MICHIGAN 49837**

Jones/Middle School/Public Library Conference Room

**Thursday, May 17, 2012
1:00 p.m.**

	Building and Grounds	X	Curriculum and Personnel
	Finance		Labor Relations
	Policy		Transportation

AGENDA

1. MEAP Results Update
2. Arbitration Update and Staffing Plans
3. Other

MINUTES

Members Present: Linda Howlett, Bill Milligan, Steve O'Driscoll

Administrators Present: Jay Kulbertis, Lori Wells, Donna Flannery, Brady Downey

1. Lori Wells provided a district-wide breakdown and comparison of MEAP scores for Gladstone, the ISD, and State. With the changes in the cut-scores, our district scores took a hit. We will be using the improved tools that we have, like Data Director and Curriculum Crafter, to dig deeper into the data to address any deficiencies. Looking ahead at the big picture, we will continue to evaluate 'the whole student' to measure our district's success, while at the same time attending to those test scores that are most appropriate for our students' success.
2. As you are all aware, I worked diligently with the building principals, in collaboration with the GEA leadership, to put a staffing plan together for next year that kept all of our current staff in place, except for Mrs. Lundin. Prior to making the rounds of each building to explain the staffing decisions, I explained to the GEA membership that the arbitration case could cause some serious wrinkles in the plan. I stated that if the arbitration were to happen as scheduled, then the issue of lay-offs would need to be revisited in order to fully protect the interests of the District. They chose to move forward with the arbitration, which occurred this past Monday.

When I met with the GEA leadership last week on the 10th to discuss the potential need for lay-off notices due to the uncertainty of the arbitration, the information that I was working with was incomplete. Whereas I had expressed that the District must prepare for the worst-case scenario, rather than moving forward with keeping all current teaching staff [except Mrs. Lundin], I was basing my calculations on the most accurate information I had at the time. Specifically, I was under the impression that the scheduled arbitration hearing would find the union claiming that a teacher may be due re-instatement and back pay, since Sue Weyers was mentioned during the mediation in December.

Now that we have had the hearing, it is clear that the worst-case scenario has changed significantly. I am now under the impression that the union claims that there may be three teachers who are due re-instatement and back pay. Even though I believe strongly that this assertion has no merit, I am compelled to protect the interests of the District. For this reason, the list of potential lay-offs and reduction notifications has grown dramatically. At this time, the current State legislation provides the controlling language on the process.

Based on my conversations with the principals, the appropriate notifications consist of the following:

Lay-off –

Paula Lundin; position elimination 2/5 HS Chemistry

Bruce Murray; position elimination HS Special Ed.

Marci Downey; position elimination 3rd grade

Neil Gerber; low performing MS

Chris Saari; low performing Cameron

XXXXX; low performing Jones [data not yet available]

3. Other...Karl Dollhopf has announced his plans for retirement at the end of the school year.

RECEIVED
5/25/12

18

May 21, 2012

Gladstone Area Schools
Dr. Jay Kulbertis, Superintendent
400 S. 10th Street
Gladstone MI 49837

Re: Intent to retire – Paula Maskart

Dear School Officials:

This letter is to inform the Gladstone Area School Board of my intent to retire at the end of the 2012/13 school year.

Thank you for your consideration in this matter.

Sincerely,



Paula Maskart
Cameron Title 1 Aide

RESOLUTION APPROVING REDUCTION IN TEACHING STAFF
Gladstone Area Schools, Delta County, Michigan

A special meeting of the Board of Education of the district was held at the Jones Elementary / Middle School / Public Library in said district, on the 30th day of May 2012, at 7:00 o'clock p.m.

The meeting was called to order by _____, President.

Present:

Absent:

The following preamble and resolution were offered by Member _____ and supported by Member _____:

WHEREAS the Board of Education, due to declining enrollment and a budget shortfall in the district has determined that a reduction in staff, effective for the 2012-13 school year is necessary.

NOW THEREFORE, BE IT RESOLVED:

1. That the teaching positions held by the following personnel must be eliminated effective for the 2012-13 school year:

Paula Lundin, Bruce Murray, Marci Downey, Neil Gerber, Chris Saari

2. All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution be and the same are hereby rescinded.

Ayes:

Nays:

Motion declared _____.

Secretary, Board of Education

The undersigned duly qualified and Secretary of the Board of Education of Gladstone Area Schools, Delta County, Michigan, hereby certifies that the foregoing is a true and complete copy of a resolution adopted by the Board at a regular meeting held on May 30, 2012, the original of which resolution is a part of the Board's minutes and further certifies that notice of the meeting was given to the public under the Open Meetings Act, 1976 PA 267, as amended.

Secretary, Board of Education