

**CLIO AREA SCHOOLS  
BOARD OF EDUCATION  
Minutes – May 13, 2014**

The Board of Education met for a Regular Meeting at the Administration Building.

The meeting was called to order by President Mary Ann Dipzinski at 7:35 p.m.

Board of Education Members Present: Mary Ann Dipzinski, Henry Hatter, Steve Nordstrom, Robert Gaffney (arrived 8:13 pm), Jeff Drayton (arrived 8:14 pm), Eric Wood (arrived 8:13 pm) and Tim Ranville

Board of Education Members Absent: None

School Administrative Staff Present: Superintendent Fletcher Spears III, Director of Curriculum and Instruction Steve Keskes, Principals Neil Bedell, Mike Lytle and John Darga, Assistant Principals Carrie Ammons, Lisa Taylor and Shelly Cranick, Special Education Director Carrie Darling, Technology Director Bruce Richards, Director of Operations and Transportation Pat Jones, Assistant Transportation Supervisor Dan McCann and Alternative Education Director John Roark

Student Representatives Present: None

Others Present: Debi Drabek, Johnny Barrett, Ann Holbin, Cheryl Childers, Cassie Schiebel, Flint Journal, many other teachers and citizens

**PRESENTATIONS**

Mr. McCallum's 8<sup>th</sup> grade Advanced Science class presented to the Board of Education its results of their water quality control project of the Pine Run Creek.

The Board of Education presented a commemorative coin to high school student Jessica Thomas for her "Outstanding Achievement Award" through Career Technical Education.

Garner Principal Mr. Darga introduced "Math Facts in a Flash" champions Robert Burns, Caleb Welch and Michael Drayton to the Board of Education.

The Board of Education recessed at 7:56 p.m.  
The Board reconvened in open session at 8:22 p.m.

**AUDIENCE PARTICIPATION**

A citizen was concerned with the cost and findings of the current investigation going on. A former teacher asked if the pool online survey could be distributed as a paper copy also.

**APPROVAL OF CONSENT AGENDA**



Motion by Hatter, supported by Ranville that the Clio Area Schools Board of Education approve the Consent Agenda.

Vote: Yea 7 – Nay 0. Motion carried.

The Consent Agenda included the following:

- Minutes of the Special Meeting of May 8, 2014
- Bill Pay

## **ACTION ITEMS**

### **825: SUPERINTENDENT'S CONTRACT**

BE IT RESOLVED, that the Clio Area Schools Board of Education approve the Superintendent's contract as amended.

#### **CLIO AREA SCHOOL DISTRICT SUPERINTENDENT'S CONTRACT OF EMPLOYMENT**

THIS AGREEMENT, entered into this 29th day of April, 2014, between the CLIO AREA SCHOOL Board of Education, hereinafter called "Board" and Fletcher Spears III hereinafter called "Superintendent".

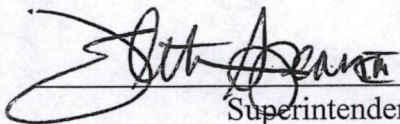
WITNESSETH:

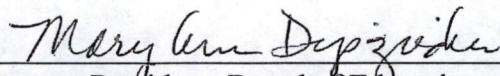
1. **CONTRACT PERIOD** -The Board agrees to employ the Superintendent for the position of Superintendent of Schools for the term of 1.5 year(s), from April 29, 2014 to and including October 29, 2015. The Superintendent shall be employed to work for a period of 52 weeks each fiscal year.
2. **CONTRACT VALIDITY** - This Contract shall not be valid unless the Superintendent shall have such qualifications for the employment position herein designated as required by law at the time the contractual period shall begin, and this Contract shall terminate if the Superintendent shall at any time fail to possess any such qualifications.
3. **EMPLOYMENT AND DUTIES** - Said Superintendent agrees to perform the duties required of the Superintendent by law and to obey and fulfill the rules and regulations as established by the Board of Education of the School District and to carry out its education program and policies during the entire term of this Contract.
4. **TERMINATION OF EMPLOYMENT CONTRACT** - The Superintendent's contract shall be subject to termination for good and just cause, provided however, that the Board does not arbitrarily or capriciously call for his dismissal. The Superintendent shall have the right to receive written charges, notice of hearing, and a fair hearing before the Board of Education. If the Superintendent chooses to be accompanied by legal counsel at the hearing, the legal expenses will be paid for by the Superintendent. This section of the contract shall apply only during the term of the contract and shall not apply after the expiration date of the contract.
5. **EVALUATION** - The Board shall evaluate the performance of the Superintendent on or before January 1, 2015. Thereafter, the Board shall annually, not later than June 30th, evaluate the performance of the Superintendent. Such evaluation shall be based upon job description and other criteria mutually agreed upon by the Board and the Superintendent. The Board shall annually, not later than July 15<sup>th</sup>, consider the extension of this contract. If no action is taken by the Board, the contract shall be extended for a period of one year.

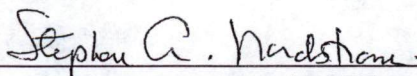


6. COMPENSATION - The Board agrees to pay the Superintendent for her services during the first year of this Contract in 26 bi-weekly installments. In the succeeding period of this Contract, the Board agrees to pay the Superintendent the salary scale of the position the Superintendent fulfills, and if reassigned to a teaching position, to pay the scale established by the Master Contract of the Clio Education Association. The district is authorized to make such payroll deductions as may be required by law or authorized by the Superintendent and such sums as have not been earned due to absence from employment.
7. The Board agrees to compensate the Superintendent a base salary \$137,500.
8. TENURE - The Superintendent shall not have tenure in any non-classroom capacity by virtue of this Contract of Employment.
9. VACATION - Vacation period is to be 4 weeks per year, in addition to all school vacations, at a time that is mutually agreeable to the parties. Vacation must be used in the year it is accrued. Up to five (5) days may be carried over with permission of the Board.
10. HOLIDAYS - The Superintendent will receive ten (10) paid holidays, namely: Labor Day, Thanksgiving, the Friday following Thanksgiving, Christmas Day, New Years Day, Good Friday, Memorial Day, and Independence Day.
11. FRINGE BENEFITS - Leave privileges, insurance and fringe benefits will be afforded to the Superintendent under the policies established from time to time by the Board of Education of the School District. The first year fringe benefits are as listed on the attached Appendix A. Fringe benefits for succeeding years may be negotiated by the parties.
12. EMPLOYMENT REGULATION - The District reserves the right to establish from time to time such employment regulations as it deems reasonable and to make such modifications in any subsequent agreement with the Superintendent as may be permitted by law.
13. The terms of this agreement may be mutually renegotiated by the agreement of both parties.

IN WITNESS WHEREOF the parties hereto have set hereunto their hands and seals this day and year above written.

  
 \_\_\_\_\_  
 Superintendent

  
 \_\_\_\_\_  
 President, Board of Education

  
 \_\_\_\_\_  
 Secretary, Board of Education

CLIO AREA SCHOOLS  
 Superintendent's Fringe Benefits

The Administrator must choose either Plan A or Plan B.

1. **PLAN A: For Employees Requiring Health Insurance**

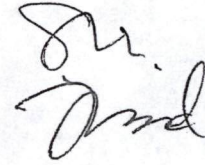
Health: Same as district administrators.



Life Insurance:	3 x Salary AD&D – administrators.
Vision:	Same as district administrators.
Dental:	Same as district administrators.
LTD:	Same as district administrators.

2. **PLAN B: For Employees Not Requiring Health Insurance**

Long-Term Disability:	Same as district administrators
Delta Dental:	Same as district administrators
Life Insurance:	3 x Salary AD&D – Administrators
Vision:	Same as district administrators
Cash Option:	To follow the CEA Contract



*For* 5.14.2014

3. **PHYSICAL:** Paid physical examination every two years (no maximum fee). The Board of Education may request the Superintendent have a physical at its discretion.

4. **DEFERRED COMPENSATION:** \$5,000 per year

5. **CELL PHONE ALLOWANCE:** \$75.00 per month

6. **SICK DAYS:** Allowed 1 day/month/contract; 4 may be used as Personal Business Days. Unused sick days will be paid at retirement, at a rate of \$20 per day.

7. **MILEAGE REIMBURSEMENT:** Current IRS Rate  
 Motion by Hatter, supported by Nordstrom that the resolution be adopted.  
 Vote: Yea 7 – Nay 0. Motion carried.

**826: RETIREMENT OF BUS DRIVER**

BE IT RESOLVED, that the Clio Area Schools Board of Education accept a written letter of retirement from Donna Tomlinson from her position as bus driver with the Clio Area School District, effective June 30, 2014.

Motion by Wood, supported by Ranville that the resolution be adopted.  
 Vote: Yea 7 – Nay 0. Motion carried.

**827: NAMING OF SEAB CO-CHAIRS**

BE IT RESOLVED, that the Clio Area Schools Board of Education names Bruce Ammons and Stephens as co-chairs of the Clio Area Schools Sex Education Advisory Board and organize the SEAB to carry out its necessary duties.

Motion by Wood, supported by Hatter that the resolution be adopted.  
 Vote: Yea 7 – Nay 0. Motion carried.

**828: AMEND MINUTES OF APRIL 29, 2014 MEETING**

BE IT RESOLVED, that the Clio Area Schools Board of Education amend the minutes of the April 29, 2014 Board meeting.

Motion by Drayton, supported by Hatter that the resolution be adopted.  
 Vote: Yea 7 – Nay 0. Motion carried.

**DISCUSSION ITEMS**

The Board of Education discussed the following:

- Pool Survey
- Strategic Planning
- Early College Stem Grant Awarded to Clio



- Wellness Policy

## COMMUNICATIONS

The Communications Committee met and discussed the following:

- ❖ State of the District
- ❖ Building Concerns
- ❖ Strategic Planning
- ❖ Social Media

## FACILITIES

The Facilities met and discussed the following:

- ❖ Lacure Office Renovations
- ❖ Air Conditioning Units
- ❖ Summer Cleaning
- ❖ Bathroom Stall Replacement
- ❖ Pool
- ❖ Transportation

## POLICY

The Policy Committee met and discussed the following:

1422	Nondiscrimination and Equal Employment Opportunity
1619.01	Privacy Protections of Self-Funded Group Health Plans
1619.02	Privacy Protections of Fully Insured Group Health Plans
1623	Section 504/ADA Prohibition Against Disability Discrimination in Employment
2260	Nondiscrimination and Access to Equal Educational Opportunity
2260.01	Section 504/ADA Prohibition Against Discrimination Based on Disability
2370.01	On-Line/Blended Learning Program
3121	Criminal History Record Check
3122	Nondiscrimination and Equal Employment Opportunity
3123	Section 504/ADA Prohibition Against Disability Discrimination in Employment
3419.01	Privacy Protections of Self-Funded Group Health Plans
4121	Criminal History Record Check
4122	Nondiscrimination and Equal Employment Opportunity
4123	Section 504/ADA Prohibition Against Disability Discrimination in Employment
4419.01	Privacy Protections of Self-Funded Group Health Plans
4419.02	Privacy Protections of Fully Insured Group Health Plans
5112	Entrance Age
5330.01	Epinephrine Auto-Injectors
5517	Anti-Harassment
8142	Criminal History Record Check
8321	Criminal Justice Information Security
8420	Emergency Situations at Schools

## ADJOURNMENT OF MEETING

Motion by Hatter, supported by Drayton that the Clio Area Schools Board of Education adjourn the meeting.



Vote: Yea 7 – Nay 0. Motion carried.

President Mary Ann Dipzinski adjourned the meeting at 9:45 p.m.

Respectfully submitted,

\_\_\_\_\_, Secretary

\_\_\_\_\_, President