

South Redford School District
Board of Education
Regular Meeting
Monday, March 22, 2010

The Regular Meeting of the South Redford Board of Education was held on Monday, March 22, 2010, in the cafeteria at the Thurston High School. The meeting was called to order by the President at 7:00 p.m. Girl Scout Troops No. 3655 and No. 40307 from Vandenberg Elementary School led the Board and Audience in the Pledge of Allegiance. Following the Pledge of Allegiance, the President asked the Secretary to call the roll.

THE BOARD

Present:

Laurie Hicks, President
Bruce Mazurowski, Secretary
Cheryl Flesher, Treasurer

Tom Dowdy, Vice President
Stephen Baker, Trustee

Absent:

Gregory Morgan, Trustee
Elizabeth Kangas, Trustee

THE ADMINISTRATION

Linda S. Hicks, Superintendent

Kristina Harmon, Curriculum Director
Judy Considine, Communications Coordinator

BOARD OF EDUCATION MISSION STATEMENT

Working together with the administrative team and the community, we will provide an environment that will maximize the personal growth and academic achievement of all students.

The President asked if there were any corrections or changes to the agenda of the regular meeting of March 22, 2010. Since there were none, the agenda was approved as printed.

Senator Glenn Anderson was present at the Board meeting to present the Board with four copies of the book, Moose on the Loose, by Kathy-jo Wargin, in recognition of March Reading Month. The books are for each of the elementary schools. Senator Anderson also spoke about his support on school funding.

RECOGNITION OF PEOPLE AND PROGRAMS

Dr. Linda Hicks recognized the following people and programs:

- The Thurston Honors Band pre-Carnegie Hall concert will be held on Sunday, March 28, 2010 at 4:00 p.m. in the William F. Weber Performing Arts Center.
- Registration began for Kids' Care Summer 2010 Camp on Monday, March 15, 2010, This year the camp will be at Addams Elementary School.
- Sex Education Advisory Board is holding two public hearings scheduled on Tuesday, March 23, 2010, at 10:00 a.m., and Wednesday, March 31, 2010 at 7:00 p.m. Both hearings will be in the Teacher Center at the District Board Office. The purpose of the public hearings is to obtain input from the public regarding the proposed revision to the sex education curriculum and instruction in South Redford School District. The Advisory

Board is recommending the addition of a 20-minute video as an amendment to the current curriculum to be shown to middle and high school students.

- The South Redford School District Student Services Department has scheduled the Annual Health and Education Learning for Parents (H.E.L.P.) Fair for Tuesday, March 30, 2010, from 5:30 p.m. to 7:30 p.m. in the Shear building.
- Prom 2010, "Wish Upon a Star" will be held on Friday, April 23, 2010, at Laurel Manor in Livonia.
- At Fisher Elementary School, two Destination Imagination Teams qualified for the state tournament on April 17, 2010, in Holt, Michigan, at the recent Destination Imagination regional tournament.

BOARD/SUPERINTENDENT COMMUNICATIONS

Dr. Linda Hicks communicated the following to the Board:

- At a future Board meeting, the Wayne County Millage Election will need to be discussed as an agenda item when more information for South Redford School District is compiled.

Information that will be received:

1. Chart of the total taxable value for South Redford School District.
2. The amount that the 1.9 mills would generate for South Redford School District.
3. The Finalized February pupil members count. 1.9 mills will be distributed on a per pupil basis.

Dr. Hicks asked the Board to review the materials they had previously received and if there were any questions, they should submit them to her by Wednesday, March 24, 2010. The Board will need to act on this no later than Wednesday, May 19, 2010. If there are more than 50% of the students represented by districts, the RESA Board will formally consider the ballot request.

- Calendar Dates:
 - Board Workshop on Budget Reductions, Thursday, March 25, 2010, 6:30 p.m. at Pierce Middle School.
 - Board Workshop on Budget Reductions on Monday, March 29, 2010, 6:30 p.m. at Addams Elementary School, if needed.
 - Friday, April 2, 2010, Spring Break begins with school resuming on Monday, April 12, 2010.
 - School Board Meeting on Monday, April 12, 2010, location to be determined.
- Bruce Mazurowski attended the Guys and Dolls performance and said that it was spectacular. Others agreed.

CONSENT AGENDA

- a. Approve Minutes
Minutes for Special Meeting (A and B) of February 23, 2010, closed Meeting of February 23, 2010, Regular Meeting of March 1, 2010, Special Meeting of March 4, 2010, Regular Meeting of March 8, 2010 and Special Meeting of March 15, 2010 were approved as printed.
- b. Warrants
The warrants for weeks ending March 5 and 12, 2010 are approved as printed.
- c. Tenure:
The Board recognized the achievement of tenure status of Rajshree Thakore.

d. Tuition

The Board approved the tuition status of two 12th grade students:

KaLyn King – no tuition.

Yartel Brooks - \$285.00

Ms. Cheryl Flesher moved to approve the Consent Agenda items a-d listed above, supported by Mr. Stephen Baker. Vote: All ayes (5) - Hicks, Dowdy, Mazurowski, Flesher and, Baker. Nay - (0). Abstain - (0).

CONSIDER SUPPORTING VANDENBERG ELEMENTARY SCHOOL'S ADOPTION OF THE MICHIGAN NUTRITION GUIDELINES

Team Nutrition is the United States Department of Agriculture implementation vehicle for its *School Meals Initiative for Healthy Children*, begun in 1995. Among other things, it provides grants to state agencies that apply for and meet the criteria for delivering new and innovative programs that provide training to school food personnel, nutrition education to children and their parents, and support healthy eating and physical activities involving school, child care, and community groups. It is a national initiative designed to motivate, encourage, and empower schools, families and the community to work together to continually improve school meals and to make food and physical activity choices for a healthy lifestyle.

As part of the Team Nutrition Grant awarded to Vandenberg Elementary and in accordance with the South Redford School District's efforts to educate students, staff and the community on healthy living, Vandenberg Elementary School would like to adopt the Michigan Nutrition Standards. These standards provide guidelines to direct Vandenberg toward becoming a healthier school community. These guidelines touch all aspects of the school community including; lunch and breakfast menus, after school snacks, fundraising, classroom snacks, community events and more. At Monday night's Board Syndee Malek, Principal of Vandenberg Elementary School, Team Nutrition and students from Vandenberg Elementary School made a presentation to the Board.

As part of Team Nutrition, Vandenberg Elementary School asked the Board of Education to support them in their adoption of the Michigan Nutrition Standards. The Board was given a copy of the Michigan Nutrition Standards.

Ms. Cheryl Flesher moved to adopt the following resolution:

WHEREAS, the South Redford School District Board of Education adopted a District Wellness Policy on May 22, 2006, and is committed to promoting a school environment that helps students learn and maintain life long healthy eating and lifestyle habits, and

WHEREAS, as part of the Team Nutrition Grant awarded to Vandenberg Elementary and in accordance with the South Redford School District's efforts to educate students, staff and the community on healthy living, Vandenberg Elementary School would like to adopt the Michigan Nutrition Standards.

THEREFORE BE IT RESOLVED, that the Board of Education of the South Redford School District supports Vandenberg Elementary School in adopting the Michigan Nutrition Standards, and

BE IT RESOLVED, that the Board of Education commends Vandenberg Elementary School on their commitment to becoming a healthier school community by adopting the Michigan Nutrition Standards, and

BE IT FURTHER RESOLVED, that the Superintendent of Schools is authorized to do all things necessary to implement the intent of this resolution.

Supported by Mr. Stephen Baker. Vote: All ayes (5) - Hicks, Dowdy, Mazurowski, Flesher, and Baker. Nay - (0). Abstain - (0).

PARENT CONSENT FOR MEDICAL TREATMENT POLICY AND PARENT CONSENT FORM FOR THE CHILD AND ADOLESCENT HEALTH CENTER

The Michigan Department of Community Health and the Michigan Department of Education awarded South Redford School District and Botsford Hospital a Child and Adolescent Health Center (CAHC) implementation grant in the amount of \$120,000 for the period of October 1, 2009 through September 30, 2010. Minimum CAHC program requirements include development of a parental consent policy. South Redford School District's Community Advisory Council has reviewed, provided feedback, and approved a Parental Consent for Medical Treatment Policy and related Parental Consent Form for use within the Pierce Middle School Child and Adolescent Health Center. This was also reviewed by the Board of Education at the August 24, 2009 School Board meeting. At that meeting the Board approved the South Redford School District Child and Adolescent Health Center Interagency Agreement with Botsford Hospital, a Michigan non-profit corporation and the South Redford School District.

In order for South Redford School District and Botsford Hospital to meet the minimum CAHC program requirements as set by the Michigan Department of Community Health and Michigan Department of Education, a resolution signed by the Board of Education approving the Parental Consent for Medical Treatment Policy and the Parent Consent Form is necessary, if services are provided in a building where K-12 education also is provided.

On Monday night the steering committee of the Child and Adolescent Health Center Community Advisory Council gave the Board an update on the progress of the Health Center at Pierce Middle School. In anticipation of the Health Center opening on April 12, 2010, the steering committee reviewed with the Board the Parent Consent for Medical Treatment Policy, and the Parental Consent Form.

Ms. Cheryl Flesher moved adoption of the following resolution,

WHEREAS, the Superintendent of Schools and the South Redford School District Board of Education is in support of the Child and Adolescent Health Center in the South Redford School District and entered into an Interagency Agreement with Botsford Hospital on August 24, 2009, and

WHEREAS, the policy for Parental Consent for Medical Treatment and the Parental Consent Form, have been reviewed with the CAHC for their approval, and reviewed by the Board of Education at the August 24, 2009 School Board meeting, and

WHEREAS, the Superintendent of Schools recommends to the Board the Policy for Parental Consent for Medical Treatment and the Parental Consent Form for the Child and Adolescent Health Center (South Redford Health Center).

NOW, THEREFORE, BE IT RESOLVED, that the South Redford School District Board of Education concurs with the recommendation of the Superintendent and approves the Parental Consent for Medical Treatment Policy and the Parental Consent Form for the child and Adolescent Health Center at Pierce Middle School.

BE IT FURTHER RESOLVED, that the Superintendent of Schools is authorized to do all things necessary to implement the intent of this resolution.

Supported by Mr. Tom Dowdy. Vote: All ayes (5) - Hicks, Dowdy, Mazurowski, Flesher and Baker. Nay - (0). Abstain - (0).

PRESENTATION FROM THURSTON HIGH SCHOOL

Mr. Bill Simms, Principal of Thurston High School, and members of the Thurston High School Staff made a presentation to the Board and audience on many of the instructional programs and activities occurring at Thurston High School.

DISCUSS POLICY ON COORDINATED SCHOOL HEALTH PROGRAMS

In September, 2003, the Michigan Department of Education recommended that all school districts develop, adopt, and implement, to the extent that resources permit, a comprehensive plan for a Coordinated School Health Program. Based on this recommendation, South Redford School District's Coordinated School Health Council has developed a draft policy on Coordinated School Health Programs to support academic achievement and healthy schools which very closely mirrors the State's policy. This proposed policy outlines practices that have been actively in development in South Redford School District since 2005. These practices have supported academic achievement and the creation of healthier schools within our district and have been guided by many current grant initiatives including the Michiana II Coordinated School Health Programs Leadership Institute grant, Child and Adolescent Health Center Planning and Implementation grants, Integration of Mental Health in Schools grant, and Team Nutrition grants.

In order to allow South Redford School District the greatest potential for continued success in supporting academic achievement and creating healthier schools, and maximum flexibility in applying for future grants to strengthen our Coordinated School Health Programs, a resolution signed by the Board of Education adopting the proposed policy on Coordinated School Health Programs is requested. The proposed policy on Coordinated School Health Programs was included in the Board members' pre-meeting packets for members to review. This will be brought back to the Board with a resolution at a future Board meeting. The following policy was reviewed and revised at the Board meeting.

**POLICY ON COORDINATED SCHOOL HEALTH PROGRAMS
TO SUPPORT ACADEMIC ACHIEVEMENT AND HEALTHY SCHOOLS**
*Revised by the Board on 3/22/2010***

The South Redford School District Board of Education has long believed that the education system, in partnership with families and communities, shares a duty to help prevent unnecessary injury, disease, and chronic health conditions that are costly burdens on families and the larger community. The Board further believes that schools must do all they can to promote student health and well-being if Michigan's ambitious academic achievement goals and the goals of the federal *No Child Left Behind Act of 2001* are to be realistically attained. Schools cannot achieve their primary mission of education if students and staff are not physically, mentally, and socially healthy.

The Board is convinced that Coordinated School Health Programs (CSHP) can positively impact student academic achievement and empower students with the knowledge, skills, and judgment essential to help them make healthy and responsible choices in life. The Board, therefore, encourages the District to adopt its own vision for student health and to plan, adopt, implement, evaluate, and periodically re-examine the effectiveness of this model.

This policy builds on and incorporates numerous earlier State of Michigan, State Board of Education policies. In Act 451 of 1976, the Michigan Legislature adopted requirements for health and physical education in every school. Since 1984, the *Michigan Model for Comprehensive School Health Education* has been implemented in over 90 percent of Michigan's public schools. Since 1994, the Governor's Council on Physical Fitness, Health & Sports has implemented the Exemplary Physical Education Curriculum (EPEC) in almost 70 percent of Michigan school districts. In recent years, the State Board of Education has adopted several other policies and resolutions related to school health programs.

I. The District will develop, adopt, and implement, to the extent that resources permit, a comprehensive plan for a Coordinated School Health Program that:

- **Responds to the needs, preferences, and values of families and the community;**
- **Emphasizes a positive youth development approach;**
- **Is based on models that demonstrate evidence of effectiveness; and**
- **Makes efficient use of school and community resources.**

**Adapted from State of Michigan, State Board of Education, Policy on Coordinated School Health Programs to Support Academic Achievement and Healthy Schools (Adopted September 25, 2003).

The Coordinated School Health Program model suggested by the Centers for Disease Control and Prevention (CDC) includes the following eight components: Health Education; Physical Education; Health Services; Family and Community Involvement; Counseling, Psychological, and Social Services; Nutrition Services; Healthy School Environment, and Health Promotion for Staff. The eight-component model is based on the premise that the health of school-age youth is dependent upon a systems approach that addresses program, policy, services, and environment issues.

II. The District will establish and maintain a Coordinated School Health Council and support each school building in establishing and maintaining a Coordinated School Health Team. Each Council/Team should include a diverse representation of school staff, families, students, and members of the community to oversee and evaluate the Coordinated School Health Program, report on progress, and make policy recommendations to the Board.

The Coordinated School Health Council (CSHC) focuses on district-level policies and programs and should work in conjunction with district-level school health committees that may already be in place, such as the Sex Education Advisory Board, Nutrition Services Advisory Committee, and Crisis Management Teams. To enhance program efficiency and accomplishments, committee members should be kept up-to-date regarding the progress of other committees. Professional development for CSHC members is strongly encouraged.

The CSHC provides a sensible process to integrate decision-making and collaboration of educational leadership to support healthy children and youth, foster cooperation by building consensus and trust between teachers, staff, family, and community members in an innovative way, and link the school improvement and academic achievement efforts that result in improved student health and healthy schools. The Coordinated School Health Teams focus on building-level implementation and collaboration process to integrate decision making.

III. The District will employ and maintain a District Health Coordinator to assist with the implementation and on-going evaluation of the Coordinated School Health Program, and will support the designation of Coordinated School Health Team chairperson(s) at each building to

assist with the implementation and on-going evaluation of the Coordinated School Health Program.

Recommendations from the CDC suggest that the District Health Coordinator and associated building-level chairpersons are best designated at the district and building levels to efficiently plan, implement, coordinate, and evaluate the Coordinated School Health Program components.

IV. The Board will provide all reasonably possible assistance to the extent that resources permit to the District and its schools to implement and maintain effective Coordinated School Health Programs.

The Board will provide support for implementation and maintenance of District-wide CSHP by: a.) modeling collaboration with other agencies and organizations, and b.) supporting professional development opportunities for District Health Coordinator, Coordinated School Health Council members, and Coordinated School Health Team chairperson(s).

DISCUSS STORM WATER NESTING AGREEMENT

The South Redford School District had been contacted over the summer of 2009 by the Michigan Department of Natural Resources and Environment about its Storm Water Discharge system. It has been determined by the Department that a permit is required to continue to discharge storm water from our property into State of Michigan waterways.

South Redford School District is subject to the requirements of the Phase II Storm Water Regulations, 33 USC 1251, *et. seq.*, published by the United States Environmental Protection Agency in the Federal Register on December 8, 1999.

After reviewing the guidelines and requirements of the permit process, and interviewing other school districts about their approach, we have determined that nesting (entering into agreement) with Redford Township to provide the permit and assist with compliance of said permit is in the best interest of the District. Without nesting with the Township the costs to the District are significant. The costs are significant because of the necessary skills required to fulfill responsibilities which comply with state storm water regulations.

Nicholas Griswold, District Accountant from the Business Office reviewed this with the Board. The following proposed agreement has been reviewed and agreed to by legal counsel for both the South Redford School District and Redford Township. Redford Township Board of Trustees approved the nesting agreement at their March 9, 2010, meeting.

AGREEMENT

THIS AGREEMENT made and entered into this ____ day of _____, 2010 between the Charter Township of Redford, Michigan, a Michigan municipal corporation, whose address is 15145 Beech Daly Road, Redford, Michigan 48239 ("Township") and the South Redford School District, a Michigan public school district, whose address is 26141 Schoolcraft Road, Redford, Michigan, 48239 ("Schools").

Recitals

1. The Township and Schools are subject to the requirements of the Phase II Storm Water Regulations (the "Phase II Regulations"), 33 USC 1251, *et. seq.*, published by the United States Environmental Protection Agency ("EPA") in the Federal Register on December 8, 1999.
2. The Township has a Michigan Department of Environmental Quality National Pollutant Discharge Elimination System Wastewater Discharge General Permit for Storm Water Discharges ("NPDES

Permit” or “Permit”) from Municipal Separate Storm Sewer Systems Subject to Watershed Plan Requirements (MIG610016).

3. At the request of the Schools, the Township is willing to amend their NPDES Permit to cover the Schools which lie within the jurisdictional limits of the Township under the Township’s permit as allowed in the Phase II Regulations and the NPDES Permit.
4. The Phase II Regulations and the NPDES Permit impose certain requirements on the Township and Schools that must be satisfied.
5. The Schools’ Board and the Township Board have approved the Township to provide coverage for the Schools under the NPDES Permit to enable the Township and the Schools to comply with the requirements of the Phase II Regulations, the NPDES Permit and to engage in other related storm water management activities.
6. The Schools agree to cooperate with the Township and actively participate in the activities necessary to enable the Township and the Schools to comply with the Phase II Regulations and the NPDES Permit.
7. The Township and the Schools are authorized to enter into an Agreement for a term up to but not beyond the expiration date of the Township’s Certificate of Coverage under the NPDES Permit.
8. In order to provide permit coverage, it is necessary that the Township and the Schools enter into this Agreement.

THEREFORE, in consideration of the covenants of each other and fully incorporating the above Recitals into the Agreement by reference, the parties hereto agree as follows:

I. GENERAL PERMIT COMPLIANCE

A. Schools

The Schools agree to:

1. Provide needed information to the Township as may be requested including drawings, plans, reviews, reports, and notices of problems, spills, and violations necessary to apply for and maintain compliance with the permit.
2. Name a storm water management contact person.
3. Approve and agree that the Township shall provide such services hereunder as are necessary to assist in complying with the permit application requirements, the NPDES Permit, the Certificate of Coverage (“COC”), and in all other related storm water management activities.
4. Participate in sub-watershed planning and implementation activities, as requested.
5. Provide requested cooperation and information to the Township in complying with and implementing all aspects of the NPDES Permit and Phase II Storm water Regulations including but not limited to Illicit Discharge Elimination Plans, Public Education and Participation Plans, and Construction of Storm Water Controls.
6. Fully comply with the school portion of all requirements of and activities resulting from the NPDES Permit.
7. Provide to the Township full and complete access, upon reasonable notice, to the Schools’ storm water facilities for inspections and maintenance required by the Permit.
8. Engage, such consultants, assistants, attorneys, employees, and resources as may be necessary to provide the services necessary to maintain compliance with the permit as it relates to the activities and requirements of the Schools.
9. Take all other reasonable and necessary action as may be requested by the Township to meet compliance of the NPDES Permit.
10. The paragraphs of this section are subject to the cost sharing provisions of Section II, below.

B. Township

The Township agrees to

1. Be responsible for the general administration of the permit related compliance program including maintenance of records, permit compliance tracking, and submittal of required plans, reports, and related correspondence.

2. Advise the Schools of any permit compliance issues or actions.
3. Hold meetings with the Schools at least quarterly to provide updates on compliance and storm water management related issues.
4. Be responsible for the primary implementation of minimum measures, Storm Water Management Plan, Watershed Management Plan, etc., within the Township and Schools.
5. Attend and actively participate in watershed planning efforts.
6. Represent the Schools in watershed planning efforts.
7. Provide Schools access to all correspondence and records as necessary for compliance with permit.

II. COST SHARE

A. Township

The Township agrees to:

1. Provide NPDES Permit coverage to the Schools. If the Schools fail to timely implement improvements required by the NPDES Permit related to actions of the Schools the Township will make those corrections in order to maintain compliance with the NPDES Permit and will charge the Schools for those improvements by submitting an invoice to the Schools, which shall represent the actual cost incurred by the Township.
2. Accept responsibility for costs of addressing permit non-compliance issues that are unrelated to the actions of the Schools.

B. Schools

The Schools agree to:

1. Implement and promptly pay all actual costs associated with changes required to their storm water facilities as a result of the NPDES Permit and permit inspections by the Schools. Failure to make these corrections by the Schools shall trigger the Township's rights as stated above in Section II.A.1 to make the corrections and charge the Schools, which charge the Schools shall pay promptly to the Township upon receipt of an invoice.
2. Provide assistance, including manpower and resources, to comply with the NPDES Permit and implement storm water management related to actions of the Schools.
3. Reimburse the Township for all other actual costs that are incurred in addressing permit non-compliance issues that are solely the result of actions by the Schools.
4. Pay all actual costs associated with testing and inspection of the Schools' storm water and related facilities.

III. GENERAL AGREEMENT TERMS AND CONDITIONS

A. In the event that any one or more of the provisions of this Agreement shall, for any reason, be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall not affect any other provisions hereof, but this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein.

B. The Agreement shall become effective after approval by the governing bodies of the Township and Schools and execution by the authorized officials of the parties. This Agreement shall terminate on the expiration date of the General Permit Certificate of Coverage unless extended by the parties in writing; may be executed in several counterparts; and shall be binding upon and inure to the benefit of the parties hereto and their respective successors and assigns.

C. If the Township or the Schools are unable or unwilling to comply with the Agreement, then upon written notice from either party to the other, the parties shall engage in good faith informal negotiations for a period of fifteen (15) days in an attempt to resolve their differences. If the informal negotiations do not resolve the differences, then the Agreement can be terminated by any party with a thirty (30) day written notice, but such notice shall not be given during the fifteen (15) day informal negotiation period.

If the Agreement is terminated the Township will notify the Schools in writing, that the Schools will have to apply for a permit. The Township will also notify the MDEQ of the termination of the Agreement.

D. Modifications, amendments or waivers of any provisions of this Agreement may be made only by the written mutual consent of the parties.

IN WITNESS WHEREOF, The parties hereto have caused this Agreement to be executed and delivered by their respective duly authorized officers, all as of the day and year first above written.

This document would be signed by both parties involved in the agreement.

BUDGET UPDATE

At Monday night's Board meeting Dr. Linda Hicks gave materials for the Board to review for the upcoming Board Workshop on the Budget on March 25, 2010.

EXIT INCENTIVE PROGRAM

The District Administration has prepared the following Severance Agreement, Waiver and Release of offering an Exit Incentive Program for the following employees who have completed years of service by the end of the 2009-2010 school year.

Exit Incentives to be paid over three (3) years:

- The South Redford Education Association, who will have completed 15 years of service.
 - Exit Incentive Amount \$30,000
- The Administrative Employees who will have completed 15 years of service.
 - Exit Incentive Amount \$30,000
- All Supervisors and Non-Union Central Office Staff who have completed 10 years of service.
 - Exit Incentive Amount \$20,000
- The South Redford Custodial, Maintenance and Transportation Association, who have completed 7 years of service.
 - Exit Incentive amount \$15,000
- The South Redford Office Professional Association, who will have completed 7 years of service.
 - Exit Incentive amount \$15,000

Mr. Bruce Mazurowski moved adoption of the following resolution,

WHEREAS, the South Redford School District has prepared Exit Incentive Programs, and

WHEREAS, the parties have agreed to make the attached Exit Incentive Programs available for selective staff members, who make application for the Exit Incentive Programs, and

WHEREAS, the Exit Incentive Program is being offered on a one time only basis with an application deadline of May 7, 2010, and

WHEREAS, the retirement date for individuals participating in the program will be June 30, 2010.

NOW, THEREFORE, BE IT RESOLVED, that the South Redford Board of Education approves the attached Exit Incentive Programs and the \$15,000 Exit Incentive Program for teachers eligible to participate in the District Early Retirement Incentive program, and

BE IT FURTHER RESOLVED, that the sum be placed by the District into a 401(a) Special Pay plan, to be paid over a three year period, and

BE IT FURTHER RESOLVED, that the Superintendent of Schools shall do all things necessary to implement the intent of this resolution.

Supported by Mr. Stephen Baker. Vote: All ayes (5) - Hicks, Dowdy, Mazurowski, Flesher, and Baker. Nay - (0). Abstain - (0).

COMMENTS FROM THE AUDIENCE: Parents and community members shared their concerns with the Board.

PLUS/DELTA FOR THE BOARD MEETING ON MONDAY, MARCH 22, 2010

Plus	Delta
<ul style="list-style-type: none">• The Board enjoyed information from Thurston High School and Vandenberg Elementary School.• There was positive interaction with Coordinated School Health.• The Board expressed appreciation to Dr. Hicks for reading material.	<ul style="list-style-type: none">• Some people were disappointed at lack of information on budget.• Screen difficult to see for presentations.• Would like to have presentation in auditorium as technology in cafeteria is difficult.• If it was held in the auditorium the Board could be split and sit on the opposite sides of stage.• Board member commented that he does not like to look down on audience when they meet in the auditorium.

There being no further business, the meeting was adjourned at 10:06 p.m.

Bruce Mazurowski, Secretary
Board of Education

Present: Nick and Lenanne Gaina, Bridget Eversole, Ben Abela, Cleora Townsend, Cunesha Sanders, Sue Hunter, Donna Ghannam, Tammy Peterson, Colleen Donakowski, Jason Bobrovetski, Melissa Heck, Amy Nagy, Bob Parsons, Colleen Donner, Kerri Huckestein, Erin Ferris, Doreen Arwood, Kendra Smyth, Julie Troyanek, Dee Gwaltney, Connie Marshall, Kim Meray, Ann McManamon, Lora Johnson, Kathleen M. Wang, Karen Schnuell-Ruth, Mark Zerial, Terri Czerwinski, Sarah Jacobsen, Sheila Horbatch, Patty Thomas, Savanna Thomas, Mary Ladd, Sharon Thomas, Cathy Abela, Michael Abela, Tony Parsons and Tyler vanWell and Michelle vanWell.