



Waverly Community Schools

Special Meeting

Wednesday, November 25, 2009 7:30 AM

Agenda of Special Meeting

The Board of Education Waverly Community Schools

A Special meeting of the Board of Education of Waverly Community Schools will be held November 25, 2009, beginning at 7:30 AM in the Board Room, 515 Snow Road, Lansing, MI.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- I. Call to Order - President John Broughton
- II. Pledge
- III. Approval of Agenda
- IV. Presentation of Reports
 - A. Recommendation to approve Report #09-29, Voluntary Severance Agreement - Teachers 3
 - B. Recommendation to approve Report #09-30, Voluntary Severance Agreement - Principals 4
 - C. Recommendation to approve Report #09-31 - Voluntary Severance Agreement - Administrators 5
 - D. Recommendation to approve Report #09-32, Master Agreement Ratification - Waverly Administrators Education Association 6
- V. Board Member Comment
- VI. Public Comment
- VII. Other Board Business
- VIII. Adjournment

**WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
November 25, 2009**

Report #09-29

FOR ACTION

Subject: **Voluntary Severance Agreement - Teachers**

Recommendation:

The Superintendent recommends the Board of Education approve the mid-year voluntary severance agreement for those individuals on step 11 of the Waverly Educational Association. This agreement provides \$30,000, over two fiscal years, for eligible participants as defined by the attached documents.

Statement of Purpose/Issue:

The purpose of the voluntary severance agreement is to provide an incentive for senior staff to resign in order to retain less senior staff during an economic time requiring layoffs at mid-year. The severance from employment is on January 22, 2010.

Budget Impact:

The impact on the 2009-2010 year is a savings of \$31,000 for every staff person who is eligible. The District will realize an additional \$9,400 savings for every staff member who is not employed.

Rationale for Recommendation:

This incentive may create open positions for those employees who may be subject to layoff for the 2009-2010 school year. The documents were prepared by the District's legal counsel and have been reviewed by the Association.

Strategic Plan Reference:

Strategy #1: Curriculum, Instruction & Assessment: We will continue our efforts to provide instruction and assessment that will prepare our students to meet or exceed the state standards on all areas tested and demonstrate Waverly Essential Skills.

Strategy #2: Communications: We will enhance communications within the district and with the community to improve relationships among all key constituent groups to better achieve our mission.

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Report #09-30

FOR ACTION

Subject: **Voluntary Severance Agreement - Principals**

Recommendation:

The Superintendent recommends the Board of Education approve the mid-year voluntary severance agreement for those principals on with at least 9 years of service to the District. This agreement provides \$30,000, over two fiscal years, for eligible participants as defined by the attached documents.

Statement of Purpose/Issue:

The purpose of the voluntary severance agreement is to provide an incentive for senior staff to resign allowing for reassignment of administrative duties. The severance from employment is on January 22, 2010.

Budget Impact:

The impact on the 2009-2010 year is an average savings of \$40,000 for every staff person who is eligible.

Rationale for Recommendation:

This incentive may create open positions that would not be filled, allowing reassignment of existing principals. The documents were prepared by the District's legal counsel.

Strategic Plan Reference:

Strategy #1: Curriculum, Instruction & Assessment: We will continue our efforts to provide instruction and assessment that will prepare our students to meet or exceed the state standards on all areas tested and demonstrate Waverly Essential Skills.

Strategy #2: Communications: We will enhance communications within the district and with the community to improve relationships among all key constituent groups to better achieve our mission.

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Report #09-31

FOR ACTION

Subject: **Voluntary Severance Agreement - Administrators**

Recommendation:

The Superintendent recommends the Board of Education approve the mid-year voluntary severance agreement for those administrators on with at least 9 years of service to the District. This agreement provides \$30,000, over two fiscal years, for eligible participants as defined by the attached documents.

Statement of Purpose/Issue:

The purpose of the voluntary severance agreement is to provide an incentive for senior staff to resign allowing for reassignment of administrative duties. The severance from employment is on January 22, 2010.

Budget Impact:

The impact on the 2009-2010 year is a savings of \$45,000 for every staff person who is eligible.

Rationale for Recommendation:

This incentive may create open positions that would not be filled. The documents were prepared by the District's legal counsel.

Strategic Plan Reference:

Strategy #1: Curriculum, Instruction & Assessment: We will continue our efforts to provide instruction and assessment that will prepare our students to meet or exceed the state standards on all areas tested and demonstrate Waverly Essential Skills.

Strategy #2: Communications: We will enhance communications within the district and with the community to improve relationships among all key constituent groups to better achieve our mission.

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Report #09-32

FOR ACTION

Subject: **Master Agreement Ratification – Waverly Administrators Education Association**

Recommendation:

The Superintendent recommends the Board approve the tentative agreement as negotiated between the Waverly Administrators Education Association and the Board of Education as presented.

Statement of Purpose/Issue:

The current collective bargaining agreement expired on June 30, 2010. The proposed tentative agreement is for a benefit change from \$1,262 to \$1,375.62 for family which is an increase of \$113.62 and a change from \$1,065 to \$1,280.22 for two-person which is an increase of \$215.22. The proposed caps reflect the teachers' current insurance caps.

Background Information:

Negotiations were for benefits.

Budget Impact:

There is a budget savings for 2009-2010 of \$2,133.

Discussion of Options/Alternatives:

1. Ratify the tentative agreement
2. Recommend changes to the tentative agreement
3. Reject the tentative agreement

Rationale for Recommendation:

It is a fair agreement between the Board and the administrators and is not outside overall budgetary parameters. Agreement has been ratified by Administrators.

Strategic Plan:

This is a required collective bargaining agreement.