Waverly Community Schools

Regular Meeting

Monday, March 10, 2014 6:30 PM

Agenda of Regular Meeting

The Board of Education
Waverly Community Schools

A Regular meeting of the Board of Education of Waverly Community Schools will be held March 10, 2014, beginning at 6:30 PM 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 and Pledge to the Flag - President Slocum
II. Special Presentations
  A. Colt Early Childhood Education Center Instructional Report - Principal Shawn Talifarro
  B. Elmwood Elementary School Instructional Report - Principal Tim Lyman
  C. Winans Elementary School Instructional Report - Principal Dorothy Blackwell
III. Correspondence
IV. Public Comment
V. Student Representative Report
VI. Board Member Comment
VII. Adoption of Meeting Agenda
VIII. ***Approval of Minutes 4
IX. Presentation of Reports
  A. Facility/Policy
    1. Recommendation to approve Report #13-52, Policy (2nd Reading) 9
  B. Finance/Personnel
    1. ***Recommendation to approve Report #13-53, Financial Report 10
    2. Recommendation to approve Report #13-54, Building and Site, Series 1, Bid Package #1 Award Recommendations 14
    3. ***Recommendation to approve Report #13-55, Personnel Report 17
    4. Recommendation to approve Report #13-56, Approval of Voluntary Severance Plan 18
X. Superintendent's Report
XI. Public Comment
XII. Other Board Business

XIII. Adjournment

WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
SPECIAL MEETING
February 24, 2014

Opening of Meeting
A special meeting of the Waverly Community Schools Board of Education was called to order by President Britt Slocum at 5:08 p.m. in the Board Room of the Administrative Center, 515 Snow Road, Lansing, Michigan.

Members Present:
Mr. Britt Slocum, President
Mrs. Angela Witwer, Vice President
Mrs. Mary Ann Martin, Secretary
Mr. Alan Wright, Treasurer
Mrs. Melissa Sherry, Vice Secretary-Treasurer (arrived at 5:32 p.m.)
Mr. Calvin L. Jones, Trustee
Mr. Joe Chahine, Trustee

Purpose
The purpose of the meeting was evaluation of the Superintendent.

Closed Session
A motion was presented by Member Martin and supported by Member Jones. MOTION: The Waverly Community Schools Board of Education enters into closed session to discuss the evaluation of the Superintendent.

Motion carried. Roll call vote, with all members present voting aye.
Present: Members Slocum, Witwer, Martin, Wright, Jones, and Chahine.
Absent: Member Sherry

Return to Open Session
The Board returned to open session at 6:21 p.m.

Recommendation to approve Report #13-50, Extension of Superintendent's Contract
A motion was presented by Member Sherry and supported by Member Martin. MOTION: The Board of Education extends the Superintendent's contract by two years to give him a four-year contract.

Motion carried. VOTE: AYES – 7; NAYS – 0.

Adjournment
The meeting adjourned at 6:30 p.m.

Respectfully submitted,

Mary Ann Martin, Secretary

rlp

WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
February 24, 2014

Opening of Meeting
The regular meeting of the Waverly Community Schools Board of Education was called to order by President Britt Slocum at 6:37 p.m. in the Board Room of the Waverly Community Schools Administrative Office, 515 Snow Road, Lansing, Michigan.

Members Present:
Mr. Britt Slocum, President
Mrs. Angela Witwer, Vice President
Mrs. Mary Ann Martin, Secretary
Mr. Alan Wright, Treasurer
Mrs. Melissa Sherry, Vice Secretary/Treasurer
Mr. Calvin L. Jones, Trustee
Mr. Joe Chahine, Trustee

Staff Present:
Mrs. Gloria Gonzalez, Director of Student Services
Mr. Evan Nuffer, Director of Finance
Michelle Frederick
Matt Oppenheim
Becky McQuillan
Pat Albright
Rebecca Pease

Others Present:
Mary Jo White
Chantel Rusher
Doreatha Rusher
Leonard Rusher
Annette Hall
Karissa Hall
Gabrielle Beasley
Serenity Hall
Elisea Travis-Knight
Madyson Tabor
Tammy Spitzley

Pledge
Girl Scouts from Troop 30278 posted the colors and led the pledge of allegiance. Participating were Karissa Hall, Gabrielle Beasley, Serenity Allen, Elisea Travis-Knight, and Madyson Tabor. Their leader, Annette Hall, accompanied them.

Special Presentation
Chantel Rusher, Waverly High School Senior, read her essay which took first place in this year's 29th Annual Greater Lansing Area Dr. Martin Luther King, Jr. Holiday Commission's essay contest.

Correspondence
None

Public Comment
None

Student Representative Report
Student Representative Kyle Ranieri reported next week is the much anticipated week of the Michigan Merit Exam, which includes the ACT. Juniors participated in an ACT Jam Session this past Saturday with a large number of students in attendance. They are also preparing by taking practice tests on their own and going over questions in class. This year, the Freshmen, Sophomore and Senior classes will attend school the afternoons of March 5 and 6 to make up a day missed due to a mechanical problem at the High School. March 5 and 6 were originally days off for these students.

Interact is hosting its annual "Rock-a-thon" fundraising tomorrow at the boys' basketball game. This is their largest fundraiser of the year and often raises the likes of $800. To support this event, come to the game and make a donation of any size to the students sitting in the rocking chairs! This year all of the proceeds will be donated to Volunteers of America in Lansing.

Waverly High School is having its annual Top Ten Breakfast tomorrow morning in the cafeteria. This is an event that showcases the best students in the school as they have an opportunity to receive recognition from the leaders in our district. The entire Board is invited.

Last week, the boys' basketball team defeated Parma Western in a huge victory that has afforded us the Conference Title. We will now go on to compete for the District title. Our next game is tomorrow night against Okemos, at home beginning at 7:00 p.m. Out boys' swimming team also won the CAAC Red Division Championship!

The Board recognized Greg Johnson, Kelly Patterson and Katie Marrison for their exceptional performance in the field of academia when they were recognized as National Merit Semifinalists. Now, all three of them have advanced to become finalists based on their performance on the SAT.

Board Member Comment
Member Wright stated it has been a great week for Waverly with the boys' swim team defeating Mason to earn the Red Division Championship. It has been 30 years since the boys' swim team last won a title. Member Wright congratulated the boys' basketball team and stated he is impressed by the National Merit finalists.

Member Martin thanked the Girl Scouts for the wonderful job in presenting the colors and leading the pledge. She thanked Chantel for reading her absolutely inspiring essay and for the excellence she shows. Member Martin congratulated the boys' swim team for being at the top of the CAAC Red Division and the boys' basketball team for also winning district honors. She congratulated the National Merit finalists, stating she is so impressed by these young people and wished them well in their pursuit to get scholarships. Member Martin reported she recently attended the band concert.

Member Witwer thanked Chantel Rusher and her parents for attending the Board meeting.

Member Jones thanked the Girls Scouts for their participation in the Board meeting. He thanked Chantel for the wonderful essay, noting Waverly continues to shine in this regard and expressed he is glad to see Waverly students participate in this contest.

Member Sherry thanked Chantel for the wonderful essay. She asked if we could invite the three National Merit Finalists to a Board meeting, stating it would be great to give them the chance for the Board to praise them.

President Slocum thanked the Girl Scouts for attending the meeting. He congratulated Interact, the swim team, and Chantel. President Slocum reported the District has two Destination Imagination teams, the Wilson/Wright team and the Fox/Wade team, heading to state competition.

Adoption of Agenda
A motion was presented by Member Martin and supported by Member Jones. MOTION: The Board of Education approves the agenda as presented.

Motion carried. VOTE: AYES – 7; NAYS – 0.

For Discussion – Policy – First Reading
Member Chahine reported the Facility and Policy Committee met on February 10, with Member Slocum, Member Chahine, and Superintendent Urquhart attending. He reviewed at first reading changes in the policies listed below:

Policy 5600	Student Discipline	Revised
Policy 7250	Naming School Facilities (replaces Commemoration of School Facilities)	Revised
Policy 8142	Criminal History Record Check	Revised
Policy 8321	Criminal Justice Information Security	Revised

The policies will be presented to the Board for second reading at the March 10, 2014 Board meeting.

Finance/Personnel Advisory Committee Report
Member Martin reported the Finance/Personnel Advisory Committee met on Monday February 10 with Members Jones, Martin, and Wright, as well as Director of Finance, Evan Nuffer, and Director of Human Resources, Vincent Perkins, attending. Discussed in the area of finance were 2013 Employee Compensation Information under MDE Transparency Reporting guidelines; the exploration of new finance software; the School Facility Improvement Project; a brief overview of the Governor's budget proposal; and insurance claims due to winter weather and power outages; Mr. Perkins reported on staff retirements effective at the end of the school year. The committee also held discussion on other personnel related issues.

******Personnel Recommendations – Report #13-51 – For Action***
The Board of Education approved the resignation of Tanya Baptiste (East Lunch Assistant); Miranda Ridenour (HS Alternative Education Parapro); and Theresa Mitchell (Colt Lunch Assistant).

Superintendent's Report
Director of Students Services, Gloria Gonzalez, reported an agreement has been reached to have 9th, 10th and 12th grade students attend school March 5th and 6th in the afternoon to make up time due to a school cancellation. Their attendance will not comprise the integrity of having 11th grade students alone during MME testing.

Mrs. Gonzalez announced the District will be represented at the Lansing Mall "Back to School" event on March 22.

Mrs. Gonzalez reported the District held a huge Professional Development session on February 14. Each building had a piece tailored to their technology needs. High School staff was able to get their hands on teacher iPads.

Mrs. Gonzalez reported she and Mr. Perkins had a discussion last Thursday evening with the Colt staff regarding reconfiguration.

Public Comment
Addressing the Board during Public Comment was Matt Oppenheim.

Public Comment
None

Other Board Business
None

Adjournment
The meeting adjourned at 7:00 p.m.

Respectfully submitted,

Mary Ann Martin, Secretary

rlp
***Consent Agenda

WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
March 10, 2014

Report #13-52

FOR ACTION

Subject: Policy – Second Reading

Recommendation:
The Superintendent recommends the Board of Education reviews the policy updates listed below at first reading:

Policy 5600	Student Discipline	Revised
Policy 7250	Naming School Facilities (replaces Commemoration of School Facilities)	Revised
Policy 8142	Criminal History Record Check	Revised
Policy 8321	Criminal Justice Information Security	Revised

Statement of Purpose/Issue:
These policies revisions are the result of the NEOLA update and a review by the administration and the Board Policy Advisory Committee.

Budget Impact:
None

Historical Perspective/Background:
NEOLA provides updates to keep our policies current with applicable laws and regulations. The administration also reviews policies periodically and brings changes to the Board Policy Advisory Committee for review and consideration.

Discussion of Options:
The Board can refer policies to the Advisory Committee for further review or allow them to come back to the Board for second reading.

Rationale for Recommendation:
These policies were recommended to the District by NEOLA and were reviewed and approved by the Policy Advisory Committee.

WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
REGULAR BOARD MEETING
March 10, 2014

Report #13-53

FOR ACTION***

Subject:
Financial Report

Recommendation:
It is recommended the following be approved:

Financial Report:
The cash balance as of January 31, 2014 was $3,556,803.73. Receipts during February, consisting of property taxes, state aid and other revenues in the amount of $2,581,625.39 minus disbursements during February of $2,470,180.97, left the district with a General Fund cash balance, as of February 28, 2014, of $3,668,248.15, including $2,300,000.00 from the issuance of a State Aid Note.

Attached is a summary of year to date activity for the General Fund showing expenditures exceeding revenues by $1,248,524.

Attached is a summary of year to date activity for the 2013 Building and Site, Series I Bonds showing $10,282,601 remaining to be allocated for the project.

Attached is a summary of year to date activity for the 2013 School Facility Improvement Bonds showing $23,109 remaining to be allocated for the project.

Waverly Community Schools
Budgetary Comparison Schedule
For the Month Ended February 28, 2014

	Revised Budget Current Year	Actual	Over (Under) Budget	% Available
Revenue				
Local sources	8,676,979	6,030,903	(2,646,076)	30.5%
State sources	16,509,697	7,505,439	(9,004,258)	54.5%
Federal sources	2,041,856	830,831	(1,211,025)	59.3%
Intergovernmental	1,921,423	891,013	(1,030,410)	53.6%
Transfers In	87,215	-	(87,215)	100.0%
Total revenue	**29,237,170**	**15,258,186**	**(13,978,984)**	**47.8%**
Expenditures				
Current:				
Instruction:				
Basic program	14,908,962	7,849,359	(7,059,603)	47.4%
Added needs	2,970,523	1,569,573	(1,400,950)	47.2%
Total instruction	**17,879,485**	**9,418,933**	**(8,460,553)**	**47.3%**
Support Services:				
Pupil	2,194,999	1,169,581	(1,025,418)	46.7%
Instructional staff	1,498,056	919,719	(578,336)	38.6%
General administration	405,972	240,010	(165,962)	40.9%
School administration	1,857,283	1,119,468	(737,815)	39.7%
Business	442,287	272,141	(170,146)	38.5%
Operations and maintenance	2,962,429	1,911,193	(1,051,236)	35.5%
Pupil transportation services	968,622	522,465	(446,157)	46.1%
Central	566,305	375,674	(190,630)	33.7%
Other	57,850	16,234	(41,617)	71.9%
Total support services	**10,953,803**	**6,546,485**	**(4,407,317)**	**40.2%**
Athletics	429,488	238,592	(190,895)	44.4%
Community services	11,000	2,903	(8,097)	73.6%
Non Publics	2,325	328	(1,997)	85.9%
Debt service:				
Principal	30,000	-	(30,000)	100.0%
Interest	26,585	14,885	(11,700)	44.0%
Capital outlay	50,973	36,347	(14,626)	28.7%
Payments to other public schools	454,240	248,236	(206,004)	45.4%
Total expenditures	**29,837,899**	**16,506,710**	**(13,331,189)**	**44.7%**
Excess of Revenue (Under)Over Expenditures	(600,729)	(1,248,524)	(647,795)	
Transfers Out	-	-	-	0.0%
Net Change in Fund Balance	(600,729)	(1,248,524)	(647,795)	
Fund Balance - Beginning of year	3,139,665	3,139,665		
Fund Balance - End of year	2,538,936	1,891,141		
	8.5%			

Waverly Community Schools
2013 Building and Site Bonds, Series I
Budget Summary
For the Month Ended February 28, 2014

	Original Budget	Actual	Encumbered	Balance Remaining
Construction				
Remodeling	1,954,700	-	-	1,954,700
Technology Infrastructure	1,549,040	-	-	1,549,040
Construction Base Budget Subtotal	3,503,740	-	-	3,503,740
Technology Equipment - Contract				
Interactive Classroom	635,930	16,046	-	619,884
Network Equipment	485,250	-	-	485,250
Wireless Network	485,000	-	-	485,000
AV Systems	335,500	-	-	335,500
Video Distribution/Video Production	447,800	-	-	447,800
Tech Equipment Contract Subtotal	2,389,480	16,046	-	2,373,434
Technology Equipment - Owner PO				
Computers/Mobile Devices	2,082,471	72,189	28,150	1,982,132
Servers/Backend Systems	245,600	-	-	245,600
Printers	-	-	-	-
Document Cameras	-	-	-	-
Non-Instructional Equipment (from FFE)	27,300	-	-	27,300
Tech Equipment Owner PO Subtotal	2,355,371	72,189	28,150	2,255,032
District				
Loose Equipment (Furniture & Transportation)	361,600	-	-	361,600
Project Contingency	645,764	-	-	645,764
Owner GC/Contingency/Issuance Costs	221,981	77,030	-	144,951
Field General Conditions	139,000	3,570	-	135,430
Architect	226,830	55,416	-	171,414
Tech Design/Construction Mgr	691,235	-	-	691,235
District Subtotal	2,286,410	136,015	-	2,150,395
Totals	10,535,001	224,250	28,150	10,282,601

Waverly Community Schools
2013 School Facility Improvement Bonds
As of February 28, 2014

	Revised Budget	Actual	Encumbered	Balance Remaining
Construction and Engineering				
Lighting	100,560	92,798	7,762	-
Mechanical	429,028	410,275	18,753	(0)
Controls				
EMS Programming	98,372	-	98,372	-
VFD & CO2 & Controls Install & Electric	316,556	155,452	161,104	-
Project Management/Engineering	186,207	181,862	4,365	(20)
Bond Issuance Costs	14,165	16,148	-	(1,983)
Contingency	25,112	-	-	25,112
Totals	1,170,000	856,535	290,356	23,109

WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
REGULAR BOARD MEETING
March 10, 2014

Report #13-54

FOR ACTION

Subject:
Building and Site, Series I Bid Package #1 Award Recommendations

Recommendation:
The Superintendent recommends the Board of Education approves awards to the lowest responsible bidder(s) from bid package #1, as per the attached summary, in accordance with Board Policy 6320 (Purchasing).

Statement of Purpose:
The purpose of bid package # 1 was to receive competitive pricing for demolition, masonry, architectural/general trades, carpet/flooring, painting, mechanical, electrical, structured cabling, network infrastructure, security systems, classroom a/v and building a/v as it relates to the District's 2013 Building and Site, Series I bond implementation.

Background Information:
On May 7, 2013 a special election was held for the purpose of proposing a ballot question to authorize Waverly Community Schools to borrow the sum of $18,470,000 and issue its general obligation unlimited tax bonds therefor, in one or more series. The ballot proposal having received sufficient votes was approved. On Friday February 7, 2014 Bid Package #1 was released with responses due on Thursday, February 27, 2014 at 2:00 p.m. Recommendations are made for the lowest responsible bidders who meet or exceed the specifications developed for this project.

Budget Impact:
The total cost of this recommendation is Three Million Two Hundred Forty-Seven Thousand Three Hundred Sixty-Seven and 09/100 Dollars ($3,247,367.09). The total cost of this recommendation is within the budget allocated for these designated projects. The contracts will be funded entirely by the proceeds from the sale of $10,535,000 Building and Site, Series I bonds.

Discussion of Options:
The Board may entertain a motion to take one of the following actions:

1) Accept all bid recommendations, as presented
2) Accept or reject each bid individually with a separate motion for each bid category
3) Reject all the bids, and reissue a new Invitation to Bid

Strategic Plan Reference:
We will enhance and implement the tools and instruction to develop each student's proficiency in 21st century technology.

Barton Malow

Building Innovative Solutions

March 4, 2014

Mr. Terry Urquhart
Superintendent
Waverly Community Schools
515 Snow Road
Lansing, Michigan 48917

RE: 2013 Bond Project: Bid Package 1 Bid Summary

Dear Mr. Urquhart,

Bid documents were issued for Bid Package 1 which includes the district-wide technology infrastructure, network equipment, video surveillance, card access, elementary school interactive whiteboards, high school projectors, secondary school media center renovations, and the various collaboration spaces at the secondary schools. In addition to contacting known interested bidders, bids were advertised on the state bid website and in the local paper. Bids were received and publicly opened on February 27, 2014.

The Ingham ISD has standardized on Ruckus Wireless having success with the product line and the technical expertise to support the network. Waverly Community Schools has decided to be consistent with that standard therefore the wireless equipment is being purchased off of the REMC Association of Michigan cooperative purchasing bid. The associated cabling and labor for installing of the equipment was included in the renovation bid package to ensure competitive pricing for the overall wireless project.

Bid Evaluation Summary and Recommendations

The attached bid tabulation indicates the bid pricing received and applicable alternates. After a review of the bid proposals received the project team of Barton Malow, Fanning/Howey, Waverly Community Schools, and Ingham ISD staff conducted post-bid interviews with multiple bidders to verify the proposals were inclusive of the scope of work and schedule, evaluate both alternates and voluntary alternates, consider each solution proposed, and gather information on related experience. In addition, the two security bidders setup video surveillance cameras at for review by the district administration and conducted a demonstration of each proposed access control system.

Based upon the evaluation of the project team and district staff we present the following companies for consideration by the administration and Board of Education. The network infrastructure bid tabulation is included in the attachments but the project team is still evaluating the proposals, and we anticipate presenting the information at the board meeting. The bids presented are within the bond budget established for this work.

Bid Category	Company	Base Bid	Alternates	Total
Demolition	DKI International	$67,7000.00	$1,900.00	$69,600.00
Masonry	Royal Restoration & Waterproofing	$140,097.00	-	$140,097.00
General Trades	Bouma Corporation	$365,469.00	-	$365,469.00
Flooring	Shock Brothers	$96,800.00	$14,500.00	$111,300.00
Painting	Niles Construction Services	$29,800.00	-	$29,800.00
Mechanical	Myers Plumbing & Heating	$143,816.00	-	$143,816.00
Electrical	Great Lakes Power & Lighting	$493,000.00	$14,000.00	$507,000.00
Cabling	Datacom Group	$496,580.00	-	$496,580.00
Security	ROK Systems	$266,940.00	-	$266,940.00
Classroom AV	All Covered	$554,700.91	$108,764.97	$658,666.88
Building AV	Innovative Communications	$243,563.00	$48,995.00	$292,558.00
			TOTAL:	**$3,081,826.88**
REMC Purchase				
Wireless Equip	Teoma Systems			$165,540.21
			GRAND TOTAL:	**$3,247,367.09**

Barton Malow Company • 26500 American Drive • Southfield, MI 48034 • 248.436.5000 p • 248.436.5001 f

Upon approval by the Board of Education, Barton Malow will issue contracts to the approved bidders. If you have any questions, please call me at (586) 524-1396.

Sincerely,

Eric Sifferman
Project Manager

c: E. Nuffer, D. Palme, D. Ames (WCS), P. Twigg (BMC), A. Turbett (FH)

WAVERLY COMMUNITY SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
March 10, 2014

Report 13-55

FOR ACTION***

Subject: **Personnel Report**

A. Employment – Non Certified

Name	Position	Class/Salary	Effective
Dawn Foster	Colt Lunch Server	Class F/$9.87	12/2/13

B. Resignation –Non Certified

Name	Position	Reason	Effective
Peggy Baldwin	Elmwood Title I Paraprofessional	Personal	2/20/14
Shirley Cannon	MS Lunch Assistant	Personal	3/24/14

C. Transfer – Non Certified

Name	Position	Class/Salary	Effective
Nickey Hadley	From: East Counseling Secretary	Class I/$17.37	2/20/14
	To: East Head Secretary	Class A/$17.61	

D Extra-Curricular High School Play

Name	Assignment	Stipend	Effective
Paul Milligan	Technical Director	$1,600	Spring Play
Richard Redman	Co-Director	$2,714	Spring Play
Maureen Nauss	Co-Director	$2,714	Spring Play
David Gorbe	Pit Band Director	$1,043	Spring Play
Elizabeth Johnson	Promotions	$643	Spring Play
Colleen Weinfeld	Producer	$643	Spring Play
James Geer	Accompanist	$643	Spring Play

Waverly Community Schools
Board of Education
Regular Meeting
March 10, 2014

Report #13-56

FOR ACTION

Subject:
Voluntary Severance Plan

Recommendation:
The Superintendent recommends the Board of Education adopts the resolution to approve the Voluntary Severance Plan for those individuals on step 11 of the Waverly Education Association.

Statement of Purpose:
The purpose of this Voluntary Severance Plan is to reduce the expenses associated with the operation of the School District by creating an opportunity for voluntary attrition of teachers in the bargaining unit exclusively represented by the Waverly Education Association/Ingham/Clinton Education Association. The severance from employment is June 30, 2014

Rationale for Recommendation:
This incentive may create open positions for those employees who may be subject to layoff for the 2014-2015 school year. The documents were prepared by the District's legal counsel and have been reviewed by the Association.

Budget Impact:
This plan provides $35,000 over two fiscal years for eligible participants as defined by the attached documents. The impact on the 2014-2015 school year, based on the minimum number of participants is a savings of approximately $135,000 and a cumulative three year savings of approximately $236,000.

Waverly Community Schools, Ingham, Eaton and Clinton Counties, Michigan

A regular meeting of the Board of Education of the district was held in the _____, on the 10th day of March, 2014 at _____ o'clock evening.

The meeting was called to order by President _____.

Present: Members

Absent: Members

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

WHEREAS, this Board of Education endeavors to reduce the expenses associated with the operation of the School District, including expenses associated with delivery of instructional programs and services; and

WHEREAS, this Board of Education, in connection with the attainment of that objective, desires to create an opportunity for voluntary attrition of teachers in the bargaining unit exclusively represented by the Waverly Education Association/Ingham/Clinton Education Association; and

WHEREAS, the Waverly Education Association/Ingham/Clinton Education Association has expressed its concurrence in the creation of a voluntary severance plan for the members of its bargaining unit.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. This Board of Education hereby approves the 2014 Voluntary Severance Plan for Teachers, together with Attachments A and B to that Plan, as presented to the Board of Education on this date.

2. This Voluntary Severance Plan shall be available to eligible teachers as identified in Article 1 of the 2013-2014 Collective Bargaining Agreement between the Board and the Association, and not to any other employees of Waverly Community Schools.

3. The Superintendent is authorized and directed to implement and effectuate the terms of the 2014 Voluntary Severance Plan for Teachers as adopted by the Board of Education on this date.

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

Ayes: Members

Nays: Members

Resolution declared adopted.

_____
Vice Secretary, Board of Education

The undersigned, duly qualified and acting Secretary of the Board of Education of Waverly Community Schools, Ingham, Eaton and Clinton Counties, Michigan, hereby certifies that the foregoing constitutes a true and complete copy of a resolution adopted by said Board of Education at a regular meeting held on March 10, 2014, the original of which is part of the Board's minutes. The undersigned further certifies that notice of the meeting was given to the public pursuant to the provisions of the "Open Meetings Act" (Act 267, PA 1976, as amended).

_____
Vice Secretary, Board of Education

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