

## **MADISON DISTRICT PUBLIC SCHOOL**

Superintendent – Mr. Speck, Presiding – Mr. Morrison,

Regular Board of Education Meeting

**Monday, May 7, 2012**

Minutes of the Regular Meeting of the Board of Education of the Madison District Schools, Madison Heights, and County of Oakland, Michigan held at Wilkinson Middle School, 26524 John R Road, Madison Heights, Michigan.

Regular Meeting called to order at 7:05 PM, Mr. Al Morrison presiding.

Pledge of Allegiance was led by Mrs. Cindy Holder

### **1. Roll Call**

**Present:** Hohner, Holder, Marr, Melchert, Morrison, Pittman, Rose

### **2. Public Fundamentals Read & Public Comments**

Comments from: Sharon Lemmons, Mary Hauswirth, Amanda Mac, Andreen Yousif

### **3. Presentations:**

#### *1. Principals and Teachers nomination of Student of the Month:*

Edison Elementary – Valysa Elam

Halfman Elementary – Jack Nona

Wilkinson Middle School – David Cohut

Madison High School – Andreen Yousif

Community High School – Erick Schomer

#### *2. PTO Officers and Parent Volunteers Honored:*

Edison, Halfman, Wilkinson, and Madison, Principals took a moment to thank their PTO Officers, and a few parents that help continuously in their schools.

#### *3. Bullying Policy Presentation: Wilkinson's, Sarah Downs, Jody Godman, Matt Karaffa*

Policy Prohibiting Bullying and Other Aggressive Behaviors were discussed and will be implemented not only in the Middle School., but in each individual school in the district.

#### *4. Budget Presentation: Preparing to Succeed; A Financial Overview: Michelle Schurman; Business Manager*

### **4. Superintendent Report – Mr. Randy Speck**

- Also had a few thank you to add to the list this evening:

Ms. Schurman & Mr. Prescott for working so hard on the School Expo at Oakland Mall

- Last month he did a lot of listening to what is going on in the district
- Madison "Vision" needs to be achieved
- Parent Advisory Team has been scheduled to meet. Implementing other teams with Madison members.
- Looking into Home Schooling Opportunity
- Looking into Promised Neighborhood Grant with other community members.

## **BOARD OF EDUCATION CONSENT ITEMS**

### **5 A – Approval of Minutes**

Moved by Marr, supported by Rose that the Board of Education approves the minutes of:

**Regular Meeting:** Tuesday, April 10, 2012 - Regular

**Special Meetings:** Monday, April 16, 2012 – Special

Thursday, May 3, 2012 – Special

**Motion carried:** 7-0

### **5 B – District Compliance Policies:**

**The second reading presented to the Board of Education.**

From time to time it is necessary to revise district policies to maintain compliance with newly enacted legislation and to meet the operational needs of the district. The district works with NEOLA to update its policies on a regular basis. Attached is a list of a replacement policy.

**The first reading was presented to the Board of Education in April. This is the second reading for approval.**

Moved by Holder, supported by Hohner that the Board of Education approves the District Compliance Policy as presented:

#### **POLICY**

<b><u>NUMBER</u></b>	<b><u>POLICY UPDATE</u></b>	<b><u>NEW/REVISE/REPLACE</u></b>
5517.01	Bullying and Other Aggressive Behavior toward Students - STUDENTS	Replacement

**Discussion:** Would also like to look into policies for staff and parents.

**Motion carried:** 7-0

### **5 C – Human Resources**

#### **C 1: – Personnel Resignation**

Moved by Marr, supported by Pittman that the Board of Education approves the Personnel List as presented:

#### **District Tenure:**

**Jody Godman**

**Effective: November 26, 2011**

#### **Leave of Absence:**

**Elise Wollesen – Madison High School**

**Effective: 2012-2013**

**Motion carried:** 7-0

### **5 D – Business Office**

#### **D 1: Monthly Expenditures Approval for April 2012**

It is recommended that the Board of Education approve the monthly expenditures totaling:

Accounts Payable \$321,595.95, Payroll \$399,323.75, Wire-transfer's \$1,780,900.33

Total: \$2,501,820.03

Moved by Rose, supported by Pittman that the Board of Education approves the monthly expenditures for the period April 1, 2012 through April 30, 2012.

**Motion Carried:** 6-1

**Opposed:** Holder

## **BOARD OF EDUCATION ACTION ITEMS**

### **6 A – Oakland Schools Budget Designates Meeting**

Per the Michigan School Code, Section 380.624(2), the Oakland Schools budget must be presented to Oakland County's 28 school district's by May 1 each year. Accordingly, the fiscal year 2012-13 proposed budget documents will be delivered to all 28 school districts board offices. Each district will receive three copies; a copy for the Superintendent, Board Designate and Business Manager.

No later than June 1 of each year, the board of each constituent district shall review the proposed intermediate school district budget, shall adopt a board resolution expressing its support for or disapproval of the proposed intermediate school district budget, and shall submit to the intermediate school board any specific objections and proposed changes the constituent district board has to the budget. If an intermediate school board receives any specific objections or proposed changes, the intermediate school board shall consider the proposed budget changes.

The Oakland Schools Board of Education will hold a **Designates Meeting on Wednesday May 9 at 6:30 pm in Oakland Schools**, providing local board designates and district administrative staff an opportunity to review the budget prior to submitting their board resolution on or before June 1.

The Oakland Schools Board of Education will hold a Truth in Budgeting hearing on June 11, and will consider the FY2013 proposed budget documents for approval during its regular meeting that night. Should you have any questions regarding the budget, please contact my office at 248.3089.2530.

Moved by Holder, supported by Morrison that Madison District

Mr. Marr; Treasurer was recommended, Mr. Marr declined.

Mrs. Holder; Trustee was recommended, Mrs. Holder declined.

Mr. Al Morrison confirmed that he would be Madison Designated Board Member to attend the Wednesday, May 9<sup>th</sup> meeting at 6:30 PM at Oakland Schools.

**Call taken in favor: 7-0**

### **6 B – Parks & Recreation Advisory Board Delegate**

The City of Madison Heights has advised that the term for the current Parks and Recreation Advisory Board Madison School District Delegate will expire on April 15, 2012.

They have sent a copy of the Parks and Recreation Advisory Board Ordinance and board application forms. Once the office has received and satisfactorily completed the processing of the administrative application, it will be forwarded to City Council.

Moved by Pittman, supported by Marr that Madison District has two board members that would be interested in being the delegates for this: Mr. Pittman and Mr. Marr.

**Motion carried: 7-0**

### **6 C – Board of Education Stipends Revisited**

Moved by Rose, supported by Hohner to discuss the Board of Education Stipends.

Board of Education members discussed the money that has been given to them as a stipend for attending meetings. Discussion took place as to what several board members have contributed to different organizations with the stipends.

**Discussion:** Board members stipend totals as to date.

**No action was taken**

Moved by Melchert, supported by Marr to Table Item

**Motion carried:** 4-3

**Opposed:** Morrison, Hohner, Holder

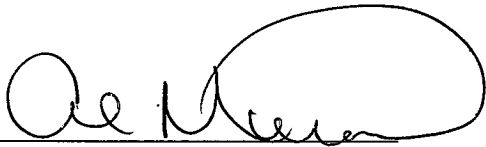
### **6 D – Edison Elementary Facility Consideration**

Board members were updated on the bids for the boiler at Edison Elementary. Monday, May 14, 2012 at 7:00PM at Madison High Auditorium will hold a Community Forum for all to be discussed.

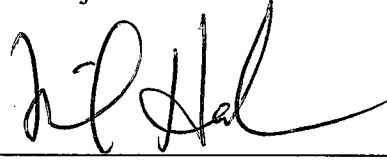
**Discussion:** Board members would like all the options written out for them.

### **8. Adjournment**

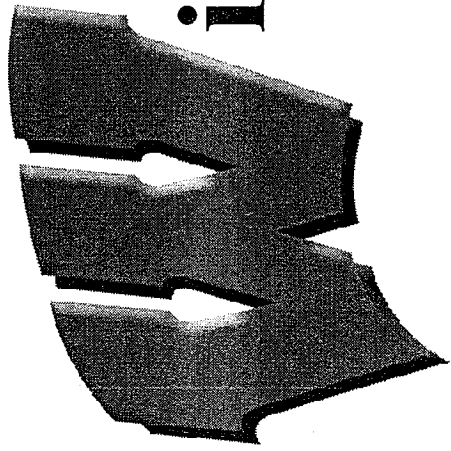
Regular Board of Education meeting was adjourned at 9:00 PM.



**President's Signature**

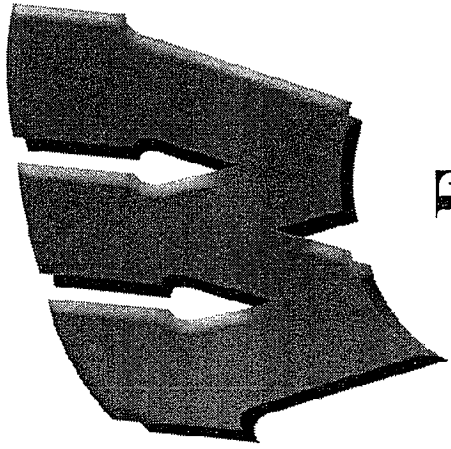


**Secretary's Signature**



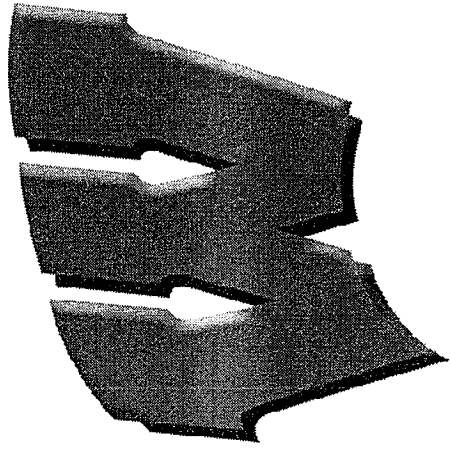
**ilkinson Middle School**

**Policy Prohibiting Bullying  
and Other Aggressive  
Behavior**



# Bullying

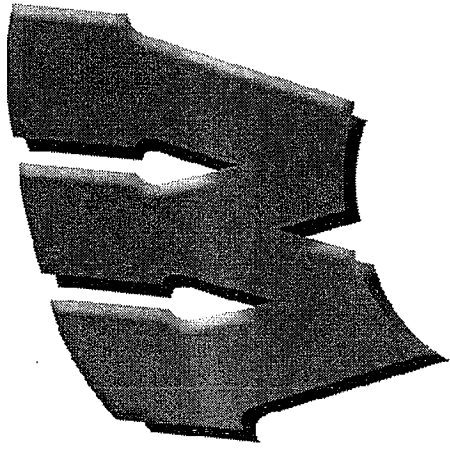
- Every 7 minutes a child is bullied.
- 1 in 7 students is either a bully or a victim of bullying.
- 160,000 students stay home from school every day for fear of bullying.
- 1 out of every 10 students drops out or changes schools because of bullying.



## **What Bullying Can Do:**

**Suicide continues to be one of the leading causes of death among children under the age of**

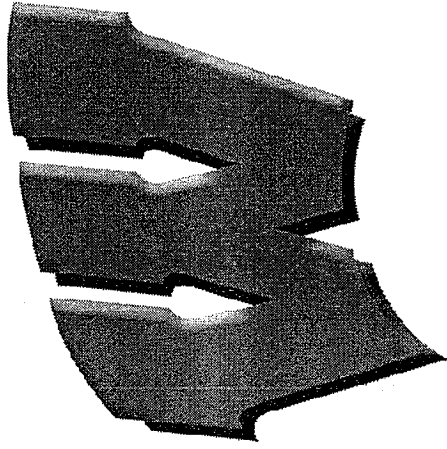
**14. Bullycide is a term used to describe suicide as the result of bullying.**



## **Bully Prevention**

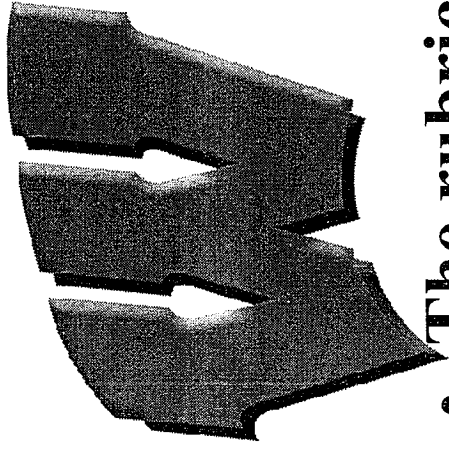
- **Wilkinson Middle School Bully Prevention team has produced and implemented the use of several documents to monitor and track bullying/behavior issues**
- **Our goal is to track and reduce the number of bullying incidents in the school.**





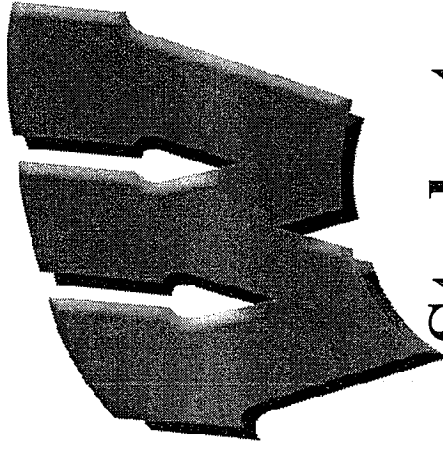
# **Bully Prevention**

- In order to encourage staff to clearly identify and address bullying behavior, staff were surveyed and asked to list bullying behaviors and develop a rubric of different hostile and aggressive acts.
- Staff were then asked to decide what consequences would be appropriate consequences for different behaviors.
- Consequences become more serious if the student repeats the same behaviors.



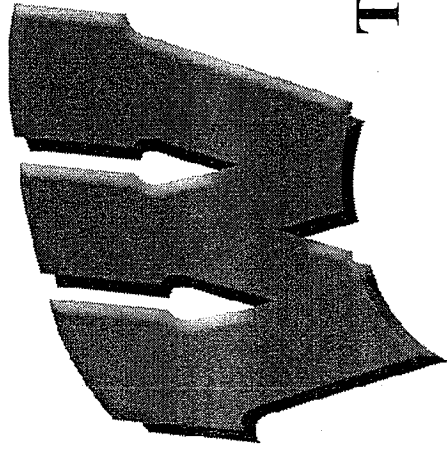
# **Bully Prevention**

- **The rubric engages staff and allows for a consensus on what behaviors violate school codes and what appropriate punishments should be.**
- **This process ideally allows staff to take ownership for the discipline policy**
- **We know that if staff are consistent in enforcing rules as a united team, they can more effectively address and prevent bullying in the classrooms and hallways.**



## **Bully Prevention**

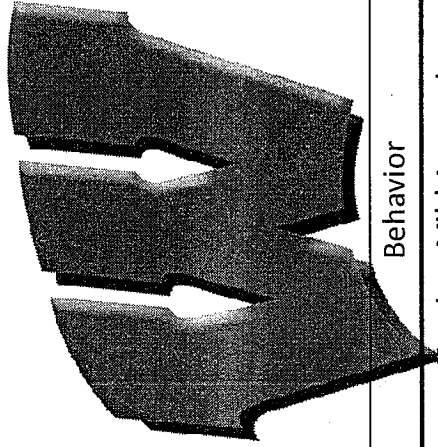
- **Students will be required to identify what behaviors they have engaged in that are hostile, aggressive or otherwise considered bullying.**
- **Students can immediately see what consequences result from these behaviors**
- **The behavior code and consequences will be posted in the hallway and in all classrooms**



# Bully Prevention

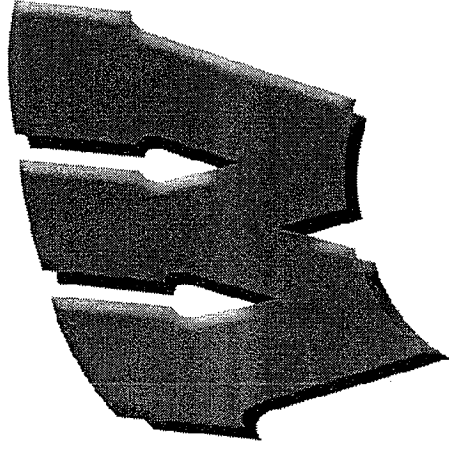
The program involves:

- **Prevention:** students see constant reminders of what constitutes bullying and the consequences
- **Staff** are invested and engaged in intervening in bullying behavior in a consistent manner that has been agreed upon by the staff as a whole, encouraging follow-through and appropriate, timely response
- **Consequences:** consequences are clearly laid out and understood by both students and staff.
- **Tracking:** bullying behavior is monitored and kept in a central location so that staff are aware of the number of incidents of bullying involving each student.



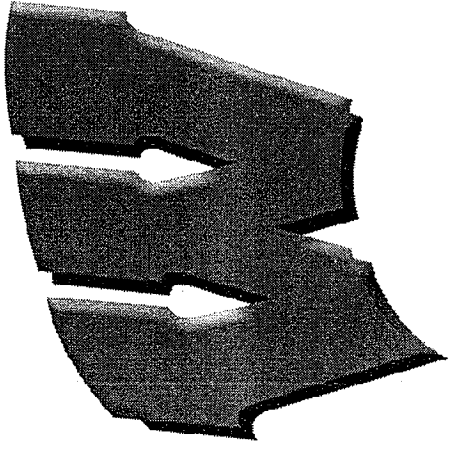
# Behavior Rubric

Behavior	First Time	Second Time	Third Time
Teasing, Mild Aggression Name calling; Teasing about appearance, family, academic ability; Comments likely to embarrass; Taking another students possessions; Exclusion (asking others not to hang out/invite/talk to someone); Pu	a. Student informs parent through phone call b. Warning from Office c. Notice of concern	a. Student informs parents through phone call b. Reflection c. 2 Silent lunch detentions	a. Phone conference with parent, student, and school official b. Reflection c. 4 Silent lunch detentions
Moderate Physical Aggression Touching, pushing, tapping/patting, grabbing, shoving; Threatening comments, gestures, or other similar behavior; Threatening physical harm; Cyber aggression that leads to school aggression such as threatenin	a. Student informs parents through phone call b. Reflection c. 2 Silent lunch detentions d. Notice	a. Phone conference with parent, student, and school official b. Reflection c. 2 days ISS	a. Phone conference with parent, student, and school official b. Reflection c. 1-3 Days OSS
Severe Psychological aggression Racial, ethnic, religious, or sexual comments that create a hostile environment; Physical threatening, spitting on others/school property; Stealing; Touching others in a sexual	a. Phone conference with parent, student, and school official b. Reflection c. 2 days ISS or 1 day OSS	a. In person conference with parent, student, and school official b. Reflection c. 1-3 days OSS	a. Student informs parent through phone call b. 3-5 days OSS c. ISS until parent, student, and school



## A Closer Look:

Behavior	First Time	Second Time	Third Time
<b>Moderate Physical Aggression</b> Touching, pushing, tapping/patting, grabbing, shoving; Threatening comments, gestures, or other similar behavior; Threatening physical harm; Cyber aggression that leads to school aggression such as threatening comments or behavior	a. Student informs parents through phone call b. Reflection c. 2 Silent lunch detentions d. Notice of concern	a. Phone conference with parent, student, and school official b. Reflection c. 2 days ISS	a. Phone conference with parent, student, and school official b. Reflection c. 1-3 Days OSS



## Reflection

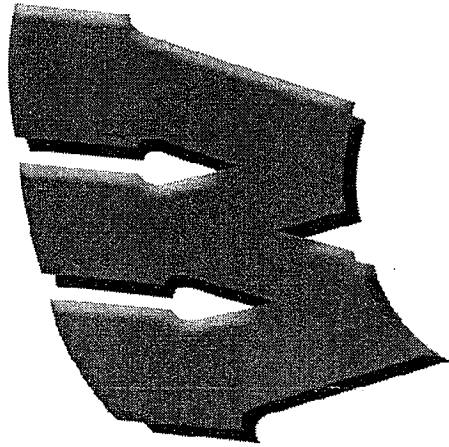
- What did you do? (*Start with “I” and be specific*)
- What was wrong with what you did? (*Who did it hurt? How do you know it hurt him/her?*)
- What problem were you trying to solve, or what was your goal?
- What will you do in the future when you have a similar problem or goal? (*List three ways to solve that problem or reach that goal without hurting anyone.*)

# Wilkinson Middle School

## Student Behavior Parent Report

- What was reported?
- How \_\_\_\_\_ described his or her actions:
- To help all of our students learn to act safely, respectfully, and responsibly, we have set consequences for actions that are not appropriate for school (see the other side of this letter). Your child's consequence is:
- Based upon the behavior rubric, if \_\_\_\_\_ does this again, the next consequence will be:





# Incident Report

Today's Date: \_\_\_\_\_

Student: \_\_\_\_\_

Grade: \_\_\_\_\_

Location: \_\_\_\_\_

Date of Incident: \_\_\_\_\_

Time: \_\_\_\_\_

Behavior: \_\_\_\_\_

Physical Aggression

Verbal Aggression

Exclusion

Rumors

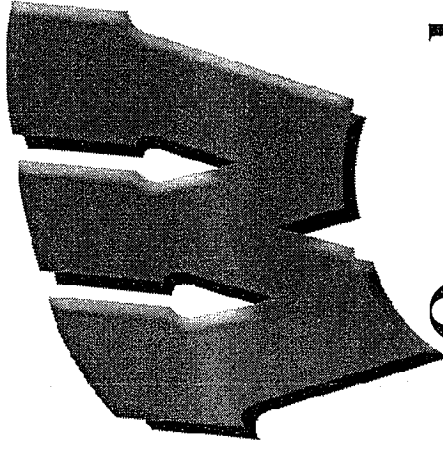
Other

Witnessed by: \_\_\_\_\_

Names of other witnesses: \_\_\_\_\_

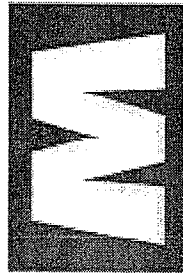
Description of what happened: \_\_\_\_\_

Staff Member Reporting: \_\_\_\_\_



## **Bully Prevention**

- **Our goal is to reduce bullying behavior by helping students first of all clearly identify what constitutes bullying and also what consequences will follow if they engage in this behavior.**
- **Students will hopefully be deterred from displaying in these behaviors because they will be engaged in reflecting on appropriate choices**
- **Behaviors are tracked and monitored so that issues are dealt with in a timely manner.**



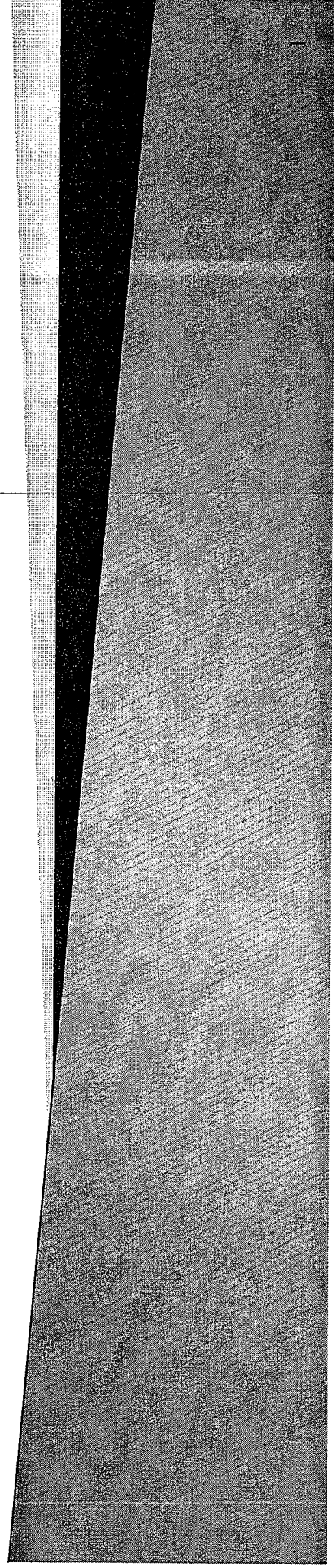
**MADISON DISTRICT  
PUBLIC SCHOOLS**

*Prepare. Aspire. Succeed.*

# Preparing to Succeed

A Financial Overview

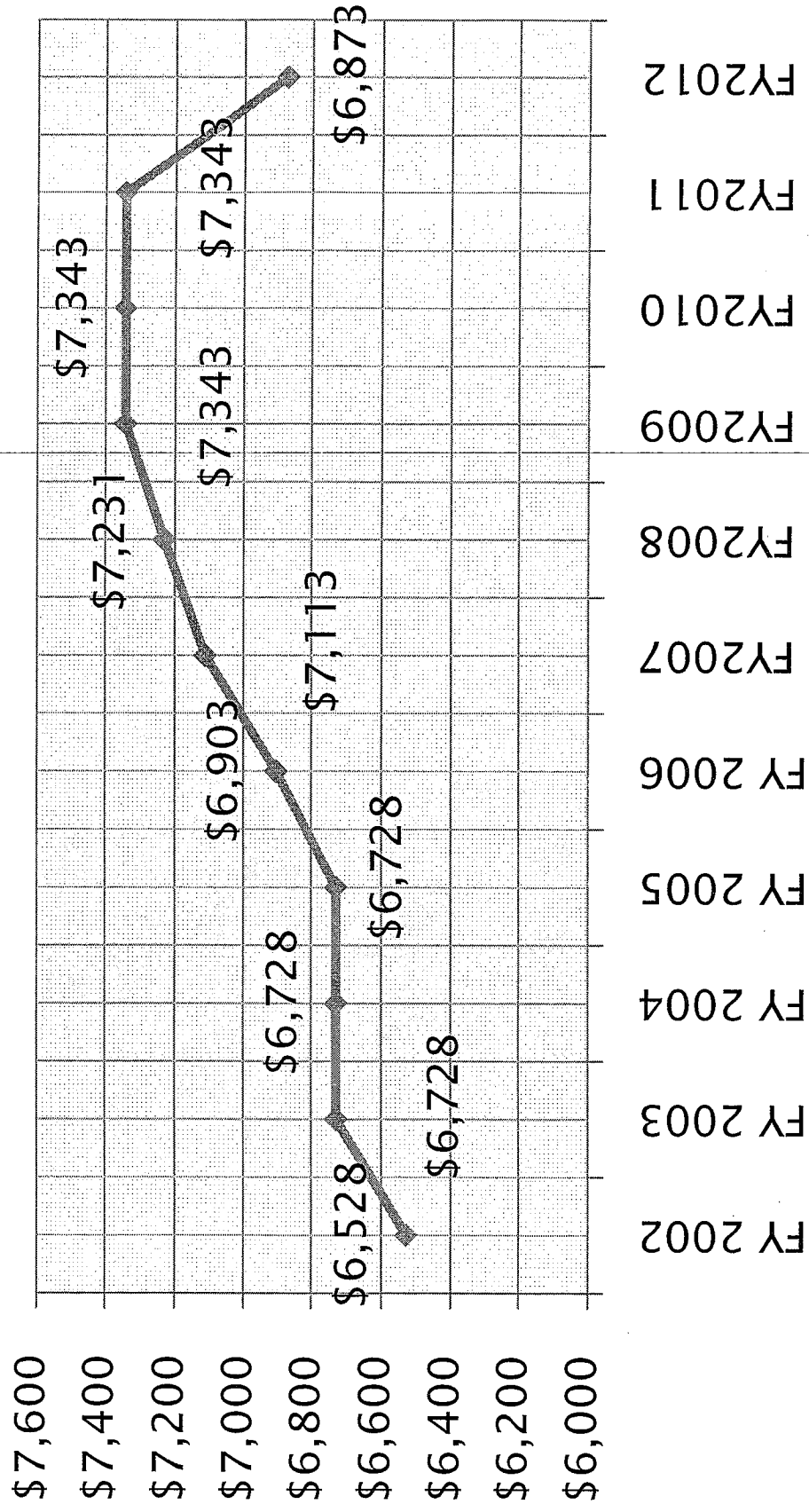
May 7, 2012



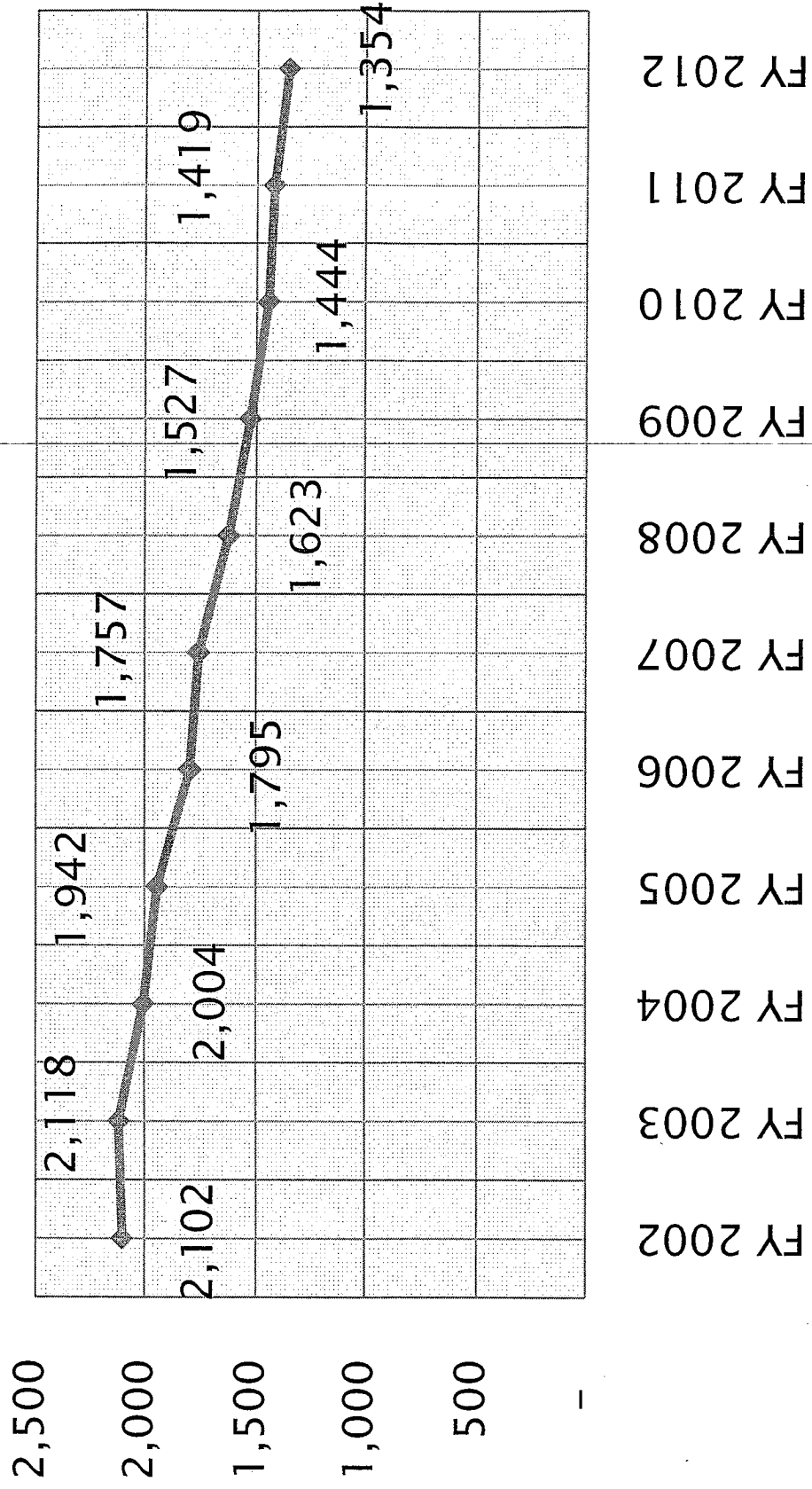
# Where are we going?

- ▶ There are times when in order to go forward we must look back at our History
- ▶ Agenda
  - History of the Foundation Allowance
  - History of the Student Count
  - History of the Fund Balance with Future Projections
  - Future needs
  - Our District Vision

# Madison District Foundation Allowance

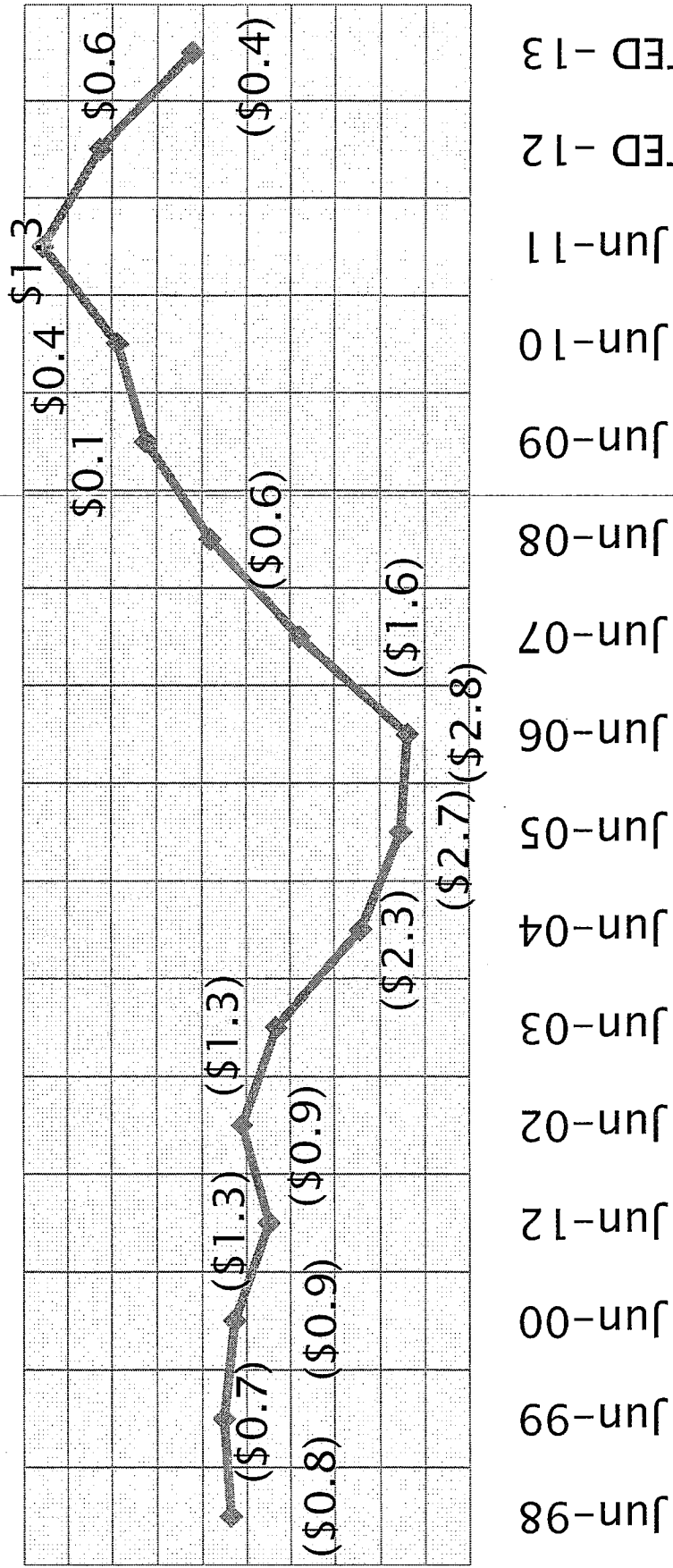


# Madison District Student Count



# FUND BALANCE HISTORY / PROJECTED

Prior to MEA Contract Implementation  
(IN MILLIONS)



# Future Needs

- ▶ Need to add Teaching staff
  - 1 High School Art Teacher
  - One Special Education Teacher
  - 2 ESL Teachers
  - 1 Spanish Teacher
  - Possibly 2 Kindergarten Teachers for full day K
- ▶ Building Needs
  - Technology
  - New Kindergarten Rooms to supply
  - Building Maintenance and repairs

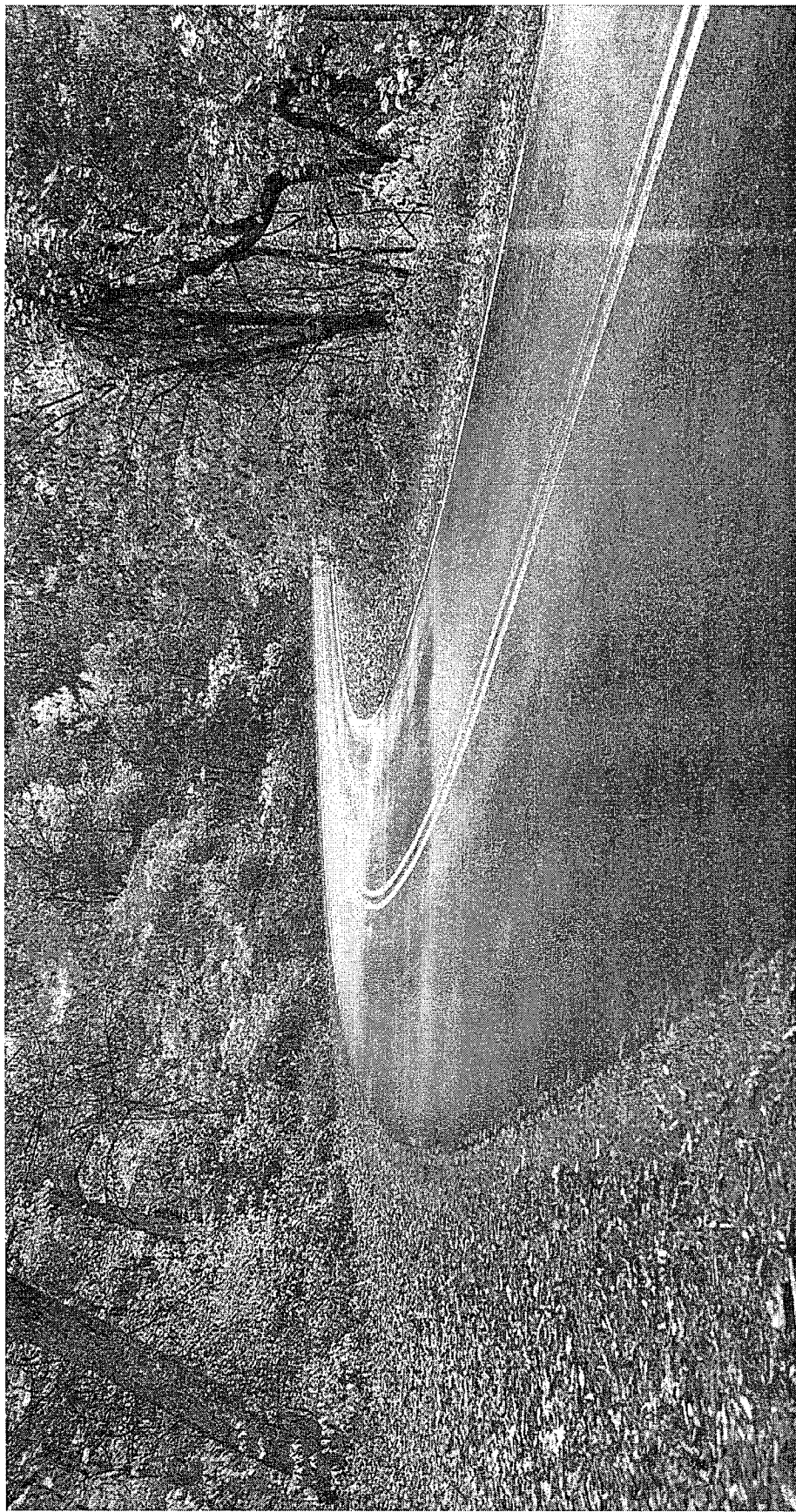


The vision of Madison District Public Schools is to be a high achieving, premier, small public school system recognized for providing a rigorously challenging and culturally diverse education and meeting each student's learning needs.

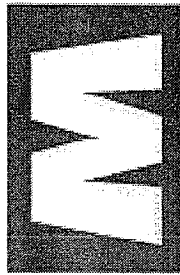
# How do we achieve this?

- ▶ **Rigorous Curriculum Offered**
  - Core Curriculum being implemented
  - Block schedule
  - RTI being administered in all buildings
    - After school tutoring, benchmark café, ACCESS, Success Maker
- ▶ **21<sup>st</sup> Century Classrooms**
  - Smart Boards in Many Classrooms
  - Purchased IPADS
  - Updated Computer Labs through out the District
- ▶ **Still Need to Increase Student Count**
  - Started an advertising campaign





SUCCESS IS ONLY A CORNER AWAY



**MADISON DISTRICT  
PUBLIC SCHOOLS**

*Prepare. Aspire. Succeed.*

# ANY QUESTIONS?

