



# **MONROE PUBLIC SCHOOLS**

## **BOARD MEETING #21**

**November 24, 2015**

**7:00 p.m.**

## **BOARD OF EDUCATION**

**MR. ROBERT YEO, PRESIDENT**

**MR. LAWRENCE VANWASSHENOVA, VICE-PRESIDENT**

**MR. RYAN PHILBECK, SECRETARY**

**DR. TEDD MARCH, PARLIAMENTARIAN**

**MR. MATTHEW BUNKELMAN, TRUSTEE**

**MRS. FLOREINE MENDEL, TRUSTEE**

**MRS. CYNTHIA TAYLOR, TRUSTEE**

## **SUPERINTENDENT OF SCHOOLS**

**DR. BARRY N. MARTIN**

*“Monroe Public Schools is committed to being the premier education organization in the region. We are devoted to promoting high expectations for all in a state-of-the-art 21st century curriculum. We recognize that the students and communities we serve are our customers, and we promise to make all decisions in their best interest.”*

### **NOTICE OF NON-DISCRIMINATION**

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**Prepared by the Office of the Superintendent, Gayle Lambert, Secretary**

**MONROE PUBLIC SCHOOLS BOARD OF EDUCATION**

Board Meeting #21  
Tuesday, November 24, 2015  
**7:00 p.m.**

**AGENDA**

**Page**

|  |             |    |
|--|-------------|----|
| <b>A. Roll Call and Call to Order</b>  | Mr. Yeo     | 1  |
| 1. Pledge of Allegiance to the Flag  | Mr. Yeo     |    |
| <b>B. Public Commentary – Agenda Items Only</b>  | Mr. Yeo     |    |
| <b>C. Discussion and Action Items</b>  |             |    |
| 1. <b>Approval of Minutes</b>  | Mr. Yeo     | 2  |
| Move to approve the minutes of the following meetings as submitted:  |             |    |
| • November 10, 2015, Board Work Session  |             |    |
| • November 10, 2015, Closed Session  |             |    |
| • November 10, 2015, Board Meeting #20   |             |    |
| • November 17, 2015, Special Board Meeting (2 sets)  |             |    |
| • November 17, 2015, Closed Session (2 sets)   |             |    |
| • November 17, 2015, Board Work Session  |             |    |
| 2. <b>Reports and Updates</b>  | Mr. Yeo     | 11 |
| • Informational Reports: Contracted Services Recommendations, Contracted Coaches, and Club Paid Coaches  |             |    |
| • November 16, 2015, Board Curriculum Committee Meeting Minutes  |             |    |
| 3. <b>Teacher Appointment</b>  | Mrs. Everly | 16 |
| Move to approve the appointment of Tammy Laroche as a teacher with Monroe Public Schools effective December 2, 2015, and place on the appropriate salary level as contained in the Master Agreement, and upon completion of all pre-employment requirements.         |             |    |
| 4. <b>Clerical Appointment</b>   | Mrs. Everly | 19 |
| Move to approve the appointment of Shonna Wener as secretary with Monroe Public Schools effective Monday, November 30, 2015, and place on the appropriate salary level as contained in the Master Agreement, and upon completion of all pre-employment requirements. |             |    |
| 5. <b>Superintendent’s Comments</b>  | Dr. Martin  |    |

- |   |         |    |
|---|---------|----|
| 6. <b>Old Business</b>                  | Mr. Yeo |    |
| 7. <b>New Business</b>                  | Mr. Yeo |    |
| 8. <b>Public Commentary – Any Topic</b> | Mr. Yeo |    |
| 9. <b>Board Goals</b>                   | Mr. Yeo |    |
| 10. <b>Adjournment</b>                  | Mr. Yeo | 21 |
- Move that the November 24, 2015, Board Meeting #21 of the Monroe Public Schools Board of Education be adjourned.

**ROLL CALL**

|                   | <u>Present</u> | <u>Absent</u> |
|-------------------|----------------|---------------|
| Mr. Bunkelman     | _____          | _____         |
| Dr. March         | _____          | _____         |
| Mrs. Mentel       | _____          | _____         |
| Mr. Philbeck      | _____          | _____         |
| Mrs. Taylor       | _____          | _____         |
| Mr. VanWasshenova | _____          | _____         |
| Mr. Yeo           | _____          | _____         |

**APPROVAL OF MINUTES**

**ENCLOSURES**

- November 10, 2015, Board Work Session Minutes
- November 10, 2015, Board Meeting #20 Minutes
- November 17, 2015, Special Board Meeting Minutes (2 sets)
- November 17, 2015, Board Work Session Minutes

**RECOMMENDATION**

Move to approve the following minutes as submitted:

- November 10, 2015, Board Work Session
- November 10, 2015, Closed Session
- November 10, 2015, Board Meeting #20
- November 17, 2015, Special Board Meeting (2 sets)
- November 17, 2015, Closed Session (2 sets)
- November 17, 2015, Board Work Session

**MOTION:** \_\_\_\_\_ **SUPPORT:** \_\_\_\_\_ **ACTION:** \_\_\_\_\_

|                   | <u>Aye</u> | <u>Nay</u> | <u>Abstain</u> | <u>Absent</u> |
|-------------------|------------|------------|----------------|---------------|
| Mr. Bunkelman     | _____      | _____      | _____          | _____         |
| Dr. March         | _____      | _____      | _____          | _____         |
| Mrs. Mentel       | _____      | _____      | _____          | _____         |
| Mr. Philbeck      | _____      | _____      | _____          | _____         |
| Ms. Taylor        | _____      | _____      | _____          | _____         |
| Mr. VanWasshenova | _____      | _____      | _____          | _____         |
| Mr. Yeo           | _____      | _____      | _____          | _____         |

**MONROE PUBLIC SCHOOLS BOARD OF EDUCATION**

Work Session

Tuesday, November 10, 2015

**6:00 p.m.**

**MINUTES**

**Roll Call and Call to Order**

Board Members Present: President Robert Yeo, Vice President Lawrence VanWasshenova, Trustee Matthew Bunkelman (arrived at 6:20 p.m.), Trustee Floreine Mentel, and Trustee Cynthia Taylor

Board Members Absent: Secretary Ryan Philbeck, Parliamentarian Dr. Tedd March

Administrators Present: Barry Martin, Julie Everly, Katherine Eighmey, Jerry Oley, David Payne

Administrators Absent: None

President Yeo called the meeting to order at 6:02 p.m.

**Closed Session**

Motion by Mrs. Taylor support by Mr. VanWasshenova to convene in closed session for the purpose of discussing strategies connected with the negotiation of collective bargaining agreements. (Open Meetings Act, Section 8c.)

Vote: Motion carried by a 4-0 hand vote.

**Adjournment of Closed Session and Reconvene**

Motion by Mrs. Mentel; support by Mr. Bunkelman that the closed session be adjourned and the special work session be reconvened into open session.

Vote: Motion carried by a 5-0 hand vote at 7:09 p.m.

**Adjournment**

Motion by Mrs. Mentel; support by Mr. Bunkelman that the 6:00 p.m., November 10, 2015, Work Session of the Monroe Public Schools Board of Education be adjourned.

Vote: Motion carried by a 5-0 hand vote at 7:09 p.m.

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**Ryan Philbeck, Secretary**

# MONROE PUBLIC SCHOOLS BOARD OF EDUCATION

Board Meeting #20

November 10, 2015

7:00 p.m.

## MINUTES

### **Roll Call and Call to Order**

Board Members Present: President Robert Yeo, Vice President Lawrence VanWasshenova, Trustee Matthew Bunkelman, Trustee Floreine Mentel, and Trustee Cynthia Taylor

Board Members Absent: Secretary Ryan Philbeck, Parliamentarian Dr. Tedd March

Administrators Present: Barry Martin, Julie Everly, Katherine Eighmey, Jerry Oley, David Payne

Administrators Absent: None

President Yeo called the meeting to order at 7:14 p.m.

### **Public Commentary-Agenda Items Only**

Selma Rankins commented on the need for more black teachers.

### **Approval of Minutes**

Motion by Mr. VanWasshenova; support by Mrs. Taylor to approve the minutes of the following meetings as submitted:

- October 26, 2015, Board Work Session
- October 27, 2015, Board Work Session
- October 27, 2015, Board Meeting #19
- October 27, 2015, Closed Session
- November 5, 2015, Special Board Meeting (3 sets)
- November 5, 2015, Closed Session (3 sets)

Vote: Motion carried by a 5-0 roll call vote.

### **Reports and Update**

The November 2, 2015, Board Personnel Committee Meeting Minutes and the following Informational Reports were received: Contracted Services Recommendations, Contracted Coaches, and Club Paid Coaches.

### **Staff Resignations**

Motion by Mrs. Mentel; support by Mr. VanWasshenova to approve the resignations from Monroe Public Schools of Suzanne Saenz, Robert Kennedy and Jason King effective October 30, 2015; and Debra Cook effective November 30, 2015.

Discussion: Robert Kennedy and Jason King are part of the restructuring in the technology department. They will continue to work in Monroe Public Schools as EduStaff employees.

Vote: Motion carried by a 5-0 roll call vote.

### **Teacher Appointment**

Motion by Mr. Bunkelman; support by Mr. VanWasshenova to approve the appointment of Kristen Brown as a teacher with Monroe Public Schools effective November 11, 2015, and place on the appropriate salary level as contained in the Master Agreement, and upon completion of all pre-employment requirements.

Vote: Motion carried by a 5-0 roll call vote.

### **Exempt Employee Appointment**

Motion by Mr. VanWasshenova; support by Mrs. Mentel to approve the appointment of Duane (Joe) Miracle as a Level 4 Computer Technician for the 2015/16 school year effective November 11, 2015, and place on the appropriate salary level for this position, upon completion of all pre-employment requirements.

Vote: Motion carried by a 5-0 roll call vote.

### **Amended 2015/16 General Fund Budget**

Motion by Mrs. Taylor; support by Mrs. Mentel to adopt the amended 2015/16 General Fund budget as presented.

Vote: Motion carried by a 5-0 roll call vote.

### **Resolution for Regional Enhancement Millage**

Motion by Mrs. Mentel; support by Mr. VanWasshenova to approve the Resolution for Regional Enhancement Millage as presented.

Discussion: The technology millage renewal will take place in May 2016. Mr. Vergiels commented that each district designates a person to head the campaign in their community. It will be very important to be present at school events to provide information about the millage and how it will benefit students.

Vote: Motion carried by a 5-0 roll call vote.

### **Board Policies – Second Reading and Approval**

Motion by Mrs. Mentel; support by Mrs. Taylor to approve the new and revised Board Policies as presented effective November 10, 2015.

Vote: Motion carried by a 5-0 roll call vote.

### **MHS Varsity Volleyball**

Motion by Mrs. Mentel; support by Mr. VanWasshenova to approve the attendance of the Monroe High School Varsity Volleyball team at the state tournament. This will be held in Battle Creek, Michigan. All aspects of the trip will be in accordance with related board policies.

Vote: Motion carried by a 5-0 roll call vote.

### **Superintendent Comments**

Congratulations to Coach Kim Windham and the Monroe High School girls' volleyball team which won the Class A district volleyball championship Saturday by beating Bedford in all three games. It is only the fifth district title in the history of Monroe High School. The team moved on to the Class A regional at Belleville tonight where they are playing Westland John Glenn.

The Michigan Wing of the Civil Air Patrol has awarded Waterloo Elementary School a grant of nearly \$4,600 to help support the school's STEAM program. This grant will provide each grade level of teachers with high quality Engineering is Elementary kits which were developed by the Museum of Science in Boston. Our Waterloo staff has looked into the kits and found that they align well with the state curriculum for each grade level and they will blend well with the Waterloo program. Among the topics made possible by the grant are designing such products as solar ovens, lighting systems, parachutes and living plant packages, and engineering rockets and rovers, earthquake-resistant materials and aid-drop packages.

National Young Readers Day is tomorrow, and once again Custer will host a number of readers from around our community to read to students and to impress upon them the importance of reading. Among the local



notables that Betsy Cole has lined up are Judge Mark Braunlich, Miss America 1988 Kaye Lani Rae Rafko Wilson, newspaper columnists Tom and Renee Treece, and Monroe Township Fire Inspector Calvin Schmitt.

Monroe High School was one of only 100 high schools in Michigan to receive a \$5,000 grant from the Michigan College Access Network. The grant is expected to help boost efforts to help students pursue education beyond high school. The first-year program's goal is to encourage a high school strategy to build a college going culture and improve college enrollment outcomes. MHS has established a post-secondary advisory council to determine how best to use the funds. The money already is working for MHS students as the first purchase with a portion of the money was to send 50 students to Central Michigan University for a college visit last week.

Santa Claus comes to Monroe on Saturday, November 21, in the annual Monroe Holiday Parade, and Monroe High School will have three entries again this year. The Monroe High School Marching Band, MHS cheerleaders and four members of the Homecoming Royalty will participate. Our marketing group is working with MHS and the student council to attract a tremendous number of red-wearing students and their families and friends to watch the parade between Fourth and Sixth Streets. TV cameras will be in that area and the goal is to have a huge throng of MHS students lining the parade route.

Monroe High School will be the site of the First Lego League robotics event on November 21. Thirty-one teams of up to ten students in grades three through eight will participate, and twenty of those teams are from Monroe County. More than 100 volunteers will be working the event, which is coordinated by the ISD. Students are judged in four categories, and one of those categories pertains to operating their robot on a four-foot by eight-foot playing field. The topic of study for this year's competition is Trash Trek and for the last several months, teams have been researching innovative solutions to problems related to trash and recycling. They also have designed, built and programmed an autonomous robot to accomplish several missions on the playing field.

Students at Custer Elementary School raised \$4,300 this past Saturday to benefit a fellow student who suffers from a rare blood disease. The money raised will help pay medical bills.

Between now and December 22, musical groups from Monroe Public Schools will perform at least 28 times in the public. Our instrumental and vocal directors will be extremely busy over the next six weeks. Many of the performances are on the weekends, and practically every performance is free and open to the public.

MHS Choir Director Cate Windelborn has scheduled the 33<sup>rd</sup> annual Madrigal Dinner for December 11 and 12 at St. Paul's United Methodist Church. Tickets are \$25 each and include a great dinner.

Monroe Middle School teacher Jackie Pecora obtained the money needed to purchase parts to complete her students' robot by going to a website called Donors Choose. She stated the case, explained what was needed and why it was needed, and in just a short time, eight donors stepped forward and provided the money. The students will now be able to purchase the remaining parts to complete the robot and compete December 12 in the robotics meet at Bedford.

Monroe High School senior Cameron Craig, a five-time All American swimmer and one of the greatest swimmers in Monroe High School history, will sign his National Letter of Intent to attend Arizona State University this Thursday at 2 p.m. at Monroe High School. We are proud of Cameron's accomplishments in the pool and we wish him the best of luck as he continues swimming in college.

Finally, we want to remind everyone that tomorrow is Veterans' Day, a time set aside to thank those who have served our country. In class today, and again on Thursday, Monroe High School teachers had the option of presenting a Veterans' Day lesson prepared by our principal, Mrs. Kreps.

**Old Business**

There was none at this time.

**New Business**

There was none at this time.

**Public Commentary-Any Topic**

Selma Rankins commented on a remark that a board member had made regarding race.

**Adjournment**

Motion by Mr. VanWasshenova; support by Mr. Bunkelman that the November 10, 2015, Board Meeting #20 of the Monroe Public Schools Board of Education be adjourned.

Vote: Motion carried by a 5-0 hand vote at 7:48 p.m.

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**Ryan Philbeck, Secretary**

**MONROE BOARD OF EDUCATION**  
**1275 North Macomb Street, Monroe, Michigan 48162**  
**Special Board Meeting**  
**Tuesday, November 17, 2015**  
**5:00 p.m.**

**MINUTES**

**Roll Call and Call to Order**

Board Members Present: President Robert Yeo, Vice President Lawrence VanWasshenova, Trustee Floreine Mentel, and Trustee Cynthia Taylor

Board Members Absent: Secretary Ryan Philbeck, Parliamentarian Tedd March, Trustee Matthew Bunkelman

Others Present: Barry Martin, Julie Everly, James Davies, Chantele Henry, Kara Lily, student (1117a), student's grandmother, and friend of student

Mr. Yeo called the meeting to order at 5:00 p.m.

**Closed Session**

Motion by Mr. VanWasshenova, support by Mrs. Mentel to convene in closed session for the purpose of conducting a student disciplinary hearing. Open Meeting Act; Section 8 (b).

Vote: Motion carried by a 4-0 hand vote at 5:00 p.m.

**Reconvene Board Meeting**

Motion by Mr. VanWasshenova, support by Mrs. Taylor that the closed session adjourn and the 5:00 p.m., November 17, 2015, Special Board Meeting reconvene.

Vote: Motion carried by a 4-0 hand vote at 5:26 p.m.

**Recommendation**

Motion by Mrs. Taylor, support by Mrs. Mentel to follow administration's recommendation to expel the student with the condition that he receive counseling. Counseling would have to begin before January 2016.

Motion by Mrs. Taylor, support by Mrs. Mentel to withdraw motion.

**Recommendation**

Motion by Mrs. Taylor, support by Mr. VanWasshenova to expel the student with the condition that he receive counseling.

Vote: Motion carried by a 4-0 roll call vote at 5:43 p.m.

**Adjournment**

Motion by Mr. VanWasshenova, support by Mrs. Taylor that the November 17, 2015, Special Board Meeting of the Monroe Public Schools Board of Education be adjourned.

Vote: Motion carried by a 4-0 hand vote at 5:43 p.m.

**MONROE BOARD OF EDUCATION**  
**1275 North Macomb Street, Monroe, Michigan 48162**  
**Special Board Meeting**  
**Tuesday, November 17, 2015**  
**5:00 p.m.**

**MINUTES**

**Roll Call and Call to Order**

Board Members Present: President Robert Yeo, Vice President Lawrence VanWasshenova, Trustee Floreine Mentel, and Trustee Cynthia Taylor

Board Members Absent: Secretary Ryan Philbeck, Parliamentarian Tedd March, Trustee Matthew Bunkelman

Others Present: Barry Martin, Julie Everly, James Davies, Chantele Henry, Kara Lily, Renee Peterson, student (1117b), and student's mother

Mr. Yeo called the meeting to order at 5:56 p.m.

**Closed Session**

Motion by Mr. VanWasshenova, support by Mrs. Mentel to convene in closed session for the purpose of conducting a student disciplinary hearing. Open Meeting Act; Section 8 (b).

Vote: Motion carried by a 4-0 hand vote at 5:56 p.m.

**Reconvene Board Meeting**

Motion by Mr. VanWasshenova support by Mrs. Taylor that the closed session adjourn and the 5:00 p.m., November 17, 2015, Special Board Meeting reconvene.

Vote: Motion carried by a 4-0 hand vote at 6:18 p.m.

**Recommendation**

Motion by Mr. VanWasshenova, support by Mrs. Mentel to follow administration's recommendation to expel the student.

Vote: Motion carried by a 4-0 roll call vote at 6:19 p.m.

**Adjournment**

Motion by Mr. VanWasshenova, support by Mrs. Taylor that the November 17, 2015, Special Board Meeting of the Monroe Public Schools Board of Education be adjourned.

Vote: Motion carried by a 4-0 hand vote at 6:20 p.m.

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**Ryan Philbeck, Secretary**

**MONROE PUBLIC SCHOOLS BOARD OF EDUCATION**

Work Session

Tuesday, November 17, 2015

**6:15 p.m.**

**MINUTES**

**Roll Call and Call to Order**

Board Members Present: President Robert Yeo, Vice President Lawrence VanWasshenova, Trustee Matthew Bunkelman, Trustee Floreine Mentel, and Trustee Cynthia Taylor

Board Members Absent: Secretary Ryan Philbeck, Parliamentarian Dr. Tedd March

President Yeo called the meeting to order at 6:45 p.m.

**Board Goal Review Session**

The purpose of this meeting was to review our current goals and determine if any modifications were needed for the 2015-16 school year. After reviewing our goals, which included updates from Dr. Martin, it was decided to continue to focus on three key areas:

- Student Achievement/District Performance
- District Finances/Revenue
- Human Resources/Administration Structure

Other items of discussion were the marketing plan, staff, consultant, information sharing, and staff accountability/leadership designated buildings.

**Adjournment**

Motion by Mr. VanWasshenova; support by Mr. Bunkelman that the 6:15 p.m., November 17, 2015, Work Session of the Monroe Public Schools Board of Education be adjourned.

Vote: Motion carried by a 5-0 hand vote at 9:15 p.m.

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**Ryan Philbeck, Secretary**

## **REPORTS AND UPDATES**

### **BOARD COMMITTEES/OTHER REPORTS**

- Informational Reports: Contracted Services Recommendations, Contracted Coaches, and Club Paid Coaches
- November 16, 2015, Board Curriculum Committee Meeting Minutes

For the 2015-16 School Year we will be working with EduStaff to provide Contracted Student Support Services. The following changes have occurred within the Student Support Team:

**Informational Report**  
**Contracted Services Recommendations**

None to report

**Informational Report (REVISED)**  
**Contracted Coaches**

The following are new coach recommendations from Dr. Ray:

| Last Name | First Name | Title      | Sport                      | School | Season |
|-----------|------------|------------|----------------------------|--------|--------|
| Mendez    | Enrique    | Head Coach | Basketball - Freshman Boys | MHS    | Winter |

Also note the following changes have occurred since the May coaching approvals were made:

- Justin Heck (Monroe Middle School Cross Country) – resigned position
- Jacqueline McEnhill took on those duties for MMS Cross Country Head Coach

**Informational Report**  
**Club Paid Coaches**

No new report

## Monroe Public Schools Board Curriculum Committee



**Date of Meeting:** November 16, 2015  
**Next Meeting:** December 21, 2015

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- 1) **Call to Order:** Julie Everly called the meeting to order at 4:57
  
- 2) **In Attendance:** Matt Bunkelman, Fran Chambers, Vuncia Council, Julie Everly, Bill Ferrara, Donald Kissel, Tom Lutz, Barry Martin, Floreine Mentel, Rachel Palmer, Nate Nestor, Larry VanWasshenova
  
- 3) **Public Commentary:** None
  
- 4) **Medical Team Update:** Rachel Palmer, R.N., and Fran Chambers, certified medical assistant, presented the status of student medical needs in the district. Rachel explained that the public's impression of the medical team is that they do head lice checks, pass out pills, and put on Band-Aids! Rachel has been with Monroe Public Schools for one year, and the biggest change she has already seen is the increase in seizure disorders and the prescription of anal medication for this disorder. With so many students across the district with a seizure disorder, and the recommended medication, the situation where a student could need this medication on a bus, in a classroom, or at recess, is a very real concern. Everyone that comes into contact with these children, have to be trained and understand how to clear the other students in order to administer the medication. Diabetes Type 1 and 2 have increased as well. It seems as though we have new students diagnosed with this condition every week. We also have seen an increase in Neurocardiogenic Syncope. All of these medical conditions need specific training for staff members who come into contact with the students. MPS currently has just over 6000 students, and we have over 2000 students with diagnosed medical conditions. It runs the gambit of medical problems from seizures to diabetes to food allergies.

Michigan has the lowest school nurse to student ratio in the nation. The CDC recommends that the ratio of nurses to healthy students is 1 nurse to 750 students.

Matt Bunkelman asked what the numbers of STDs and teen pregnancies are within the district. He also wanted to know when HIV/AIDS and sex education are taught. It was stated that teen pregnancy is going down. HIV/AIDS is covered in 7<sup>th</sup> grade; we are an abstinence based district. We have a health committee, and that committee makes recommendations for the district on what to teach and when.

Matt Bunkelman asked that the medical team look into both numbers.



- 5) **Construction Apprenticeship Tom Lutz/Donald Kissel:** Bill Ferrara expressed his interest and excitement in the possibility of restarting the apprenticeship program and bringing it back to Monroe Public Schools for our students.

Tom Lutz from the Michigan Regional Council of Carpenters, and Donald Kissel from the Detroit Carpentry Joint Apprenticeship Training Committee, thanked the committee for having them and wanted to discuss what they can offer. Tom stated with the economy picking up there will be more opportunity for the students to step right from a high school CTE program into an apprenticeship program with the proper training. We are looking forward to moving ahead and in as many different directions as possible.

Tom Lutz gave some history on the ebb and flow of the workforce and what we, as a state, will be facing in the next year. With the down turn of the economy and not needing as many people in the skilled trades' area, new people weren't coming into this field of work. Now the workforce is aging, and in the next couple of years we will be in a labor shortage like we have never seen before. Tom appeared in front of the U.S. Senate Committee, and they asked how we can prepare our labor force and about the shortage of workers in the skilled trades program. He pointed out the need to get the skilled trade programs into our high schools and to get students started at an earlier age. We find a lot of turnover in our apprenticeship programs since people come in and aren't quite sure what to expect. The skilled trades are seeing a crisis with students being prepared to walk out of high school and having them prepared for walking into a program that will be beneficial and a career pathway. The students need to understand what to expect and what we expect of them.

The curriculum books that we support are books that are broken down into projects so we are able to look at the training and see who will have the aptitude to be prepared for this job. We also have chapters set up in a type of "old school shop class." The first two books are designed to expose students to the tools they would use and projects that will start students thinking. Commercial carpentry is very different from residential carpentry; the big push is coming from commercial carpentry.

Tom and Donald are happy to partner with MPS. They have made the books available and would like to get the students ready and comfortable to step right into the apprenticeship program. What students can do with their hands is equally as important as what they can do with their minds.

Some of the schools they are currently partnering with are Oakland Schools (in the set-up process), Randolph in Detroit, and Otsego Schools by Kalamazoo.

We are looking for a high level of competency in a short amount of time. A couple of great things with the skilled trade field is lifelong learning and it is supported by the trades.

Julie asked Nate how he sees this integrating with the program he has built. Nate stated he has worked hard to impress on his students that in a retail job, you have to look at

how much money you are paid and what your benefit package is, if you even have one. If you work in the skilled trades, you have so much more and you can have a career in the skilled trades. He really tries to impress on his students that all the soft skills are very important. If you show up on time, do a good job the whole time you are there, you will be an asset and you will be trained.

- 6) **Old Business:** Cursive handwriting is not a spelled curriculum in the common core. Currently the students call cursive handwriting “a font.” Quite often girls are successful with cursive handwriting at an earlier age. This is used for teachers to assess fine motor skills for boys and girls. Students are learning key boarding at a much earlier age. In the past, that was something that high school students learned, and now it is in the elementary schools.

The email that was brought to the board was a “Remind 101” document. This is a limited text reminder email. Cindy has spent a lot of time with this parent to explain what exactly this is used for, and how it is used.

In regards to the world religion concern, the parent was given information as to who wrote the MC3 curriculum at Oakland. Our last meeting was canceled and Mrs. Everly has not heard from her to reschedule.

- 7) **New Business:** The forecast of what we are hearing with the teacher shortage is not going to end any time soon. We started the school year with six teachers short, and we have already heard of a couple retirements for this year.

We would like to accelerate some of the high school programs. Julie stated she is spending a lot of time with the assistant principals and it appears that the high school leadership program is stronger now than we have seen in quite some time.

Matt Bunkelman wanted to bring up a past topic and stated ethnicity and culture instead of race are primarily used in the rest of the world.

We work to employ out student teachers who demonstrate a strong work ethic, as soon as possible. Quite often this is in an interventionist position, and when we have openings, we encourage them to apply.

As a New Business request, we would like to have the encore teachers attend a curriculum meeting to explain how we can better assist them with aligning their classes with the regular education teachers and their planning.

In January we should be ready to bring Raisinville back to our curriculum committee to give us an update on the IB school.

- 8) **Adjournment:** Julie Everly adjourned the meeting at 7:20.

**TEACHER APPOINTMENT**

**BACKGROUND**

On behalf of the administration and the interview panel I am recommending the appointment of Tammy Laroche as a teacher with Monroe Public Schools. This teacher will be assigned as a science teacher at Monroe High School for the 2015/16 school year.

Ms. Laroche holds Bachelor of Science degree and a Master’s Degree in Educational Leadership, both from Eastern Michigan University. She was most recently employed with East Detroit Public Schools.

Members of the interview panel were: Sandra Kreps, Principal; James Davis and Amy Zellen, Teachers; and Shawn Mann, Parent.

**ENCLOSURE(S)**

Resume

**RECOMMENDATION**

Move to approve the appointment of Tammy Laroche as a teacher with Monroe Public Schools effective December 2, 2015, and place on the appropriate salary level as contained in the Master Agreement, and upon completion of all pre-employment requirements.

**MOTION:** \_\_\_\_\_ **SUPPORT:** \_\_\_\_\_ **ACTION:** \_\_\_\_\_

|                   | <u><b>Aye</b></u> | <u><b>Nay</b></u> | <u><b>Abstain</b></u> | <u><b>Absent</b></u> |
|-------------------|-------------------|-------------------|-----------------------|----------------------|
| Mr. Bunkelman     | _____             | _____             | _____                 | _____                |
| Dr. March         | _____             | _____             | _____                 | _____                |
| Mrs. Mentel       | _____             | _____             | _____                 | _____                |
| Mr. Philbeck      | _____             | _____             | _____                 | _____                |
| Mrs. Taylor       | _____             | _____             | _____                 | _____                |
| Mr. VanWasshenova | _____             | _____             | _____                 | _____                |
| Mr. Yeo           | _____             | _____             | _____                 | _____                |

**Tammy L. Laroche**



**HIGHLY QUALIFIED TEACHER**

Secondary Biology (DA), Secondary General Science (DX),  
Secondary Earth and Space Science (DH)

**EDUCATION**

**Saginaw Valley State University**, Saginaw, MI

**Masters Degree in Educational Leadership, April 2006.**

**Masters Program: Educational Leadership**

**Program Concentration: School Principalship**

**Eastern Michigan University**, College of Education, Ypsilanti, MI

**Post Baccalaureate Secondary Education Certification, July 1999.**

**Major 1: Biology (DA)**

**Major 2: Science (DX)**

**Schoolcraft College**, Livonia, MI

Attended Fall 1993 through Winter 1995.

**Academic Program: Pre-Nursing RN – incomplete**

**Eastern Michigan University**, Ypsilanti, MI

**Bachelor of Science, May 1990.**

**Major: Ecosystems Biology Aquatic/Terrestrial**

**Minor: Group Science**

*Chem*

**EMPLOYMENT HISTORY**

**East Detroit Public Schools**

**Eastpointe, MI 48021**

**East Detroit High School**

**January 2014 to Present**

**Freshmen Success Academy**

**Science Teacher**

- Science Department Leader
- Freshmen Physics
- Forensics
- Freshmen Seminar

**Mount Clemens Community School District  
Mount Clemens, MI 48043**

**Mount Clemens Middle School  
August 2013 to December 2013**

**Science Teacher**

- Astronomy
- Eighth Grade Science
- Seventh Grade Science

**Mount Clemens High School  
August 2000 to June 2013**

**Physical Science, Molecular Biology, Astronomy,  
Anatomy and Physiology, Earth Science Teacher**

- Science department chairperson fall 2007 through spring 2013.
- Assisted in the design and implementation of the school's Biomedical Academy opened fall of 2010.
- Planetarium director.
- Established and implemented the Molecular Biology curriculum.
- Established and implemented the Anatomy and Physiology curriculum.
- Science Olympiad Coach fall 2000 through spring 2006.
- Class sponsor fall 2000 through spring 2004.

**Edison Project, Junior Academy – Mount Clemens Middle School  
August 1999 through June 2000**

**Eighth Grade Science Teacher**

- Worked in an environment that participated in the team concept.
- Assisted in the design and implementation of a science curriculum in accordance with state standards.

**Kingsboro Pharmacy, Inc., Redford, MI 48239**

**Pharmacy Technician, October 1984 to August 1999**

- Processed and filled prescriptions for group homes and hospice patients.
- Trained and assessed high school co-op students.

**Analytical & Biological Laboratories, Inc., Farmington Hills, MI**

**Environmental Chemist, October 1990 through September 1993.**

- Assistant manager of inorganic chemistry laboratory.
- Analyzed samples for various inorganic parameters.
- Quality assurance review.
- Generated final reports based on the analysis results for customers.
- Scheduled sampling assignments for field crews.
- Worked with schools to facilitate tours of the laboratory.

**PROFESSIONAL ORGANIZATIONS**

National Science Teachers Association  
Michigan Science Teachers Association

**CLERICAL APPOINTMENT**

**BACKGROUND**

On behalf of the administration and the interview panel I am recommending the appointment of Shonna (Jill) Wener as Classification II Secretary with Monroe Public Schools. Ms. Wener will be assigned at Fenmoor for the 2015/16 school year.

Ms. Wener has taken coursework in Business Management from Baker College. She was most recently employed as an Insurance Support Specialist with Farm Bureau in Monroe.

Members of the interview panel were: Jerry Oley, Director of Operations; Frank Henry, Transportation Supervisor; Cindy Flynn, MMS Principal; and Jamie Eighmey, Secretary.

**ENCLOSURE(S)**

Resume

**RECOMMENDATION**

Move to approve the appointment of Shonna Wener as secretary with Monroe Public Schools effective Monday, November 30, 2015, and place on the appropriate salary level as contained in the Master Agreement, and upon completion of all pre-employment requirements.

**MOTION:** \_\_\_\_\_ **SUPPORT:** \_\_\_\_\_ **ACTION:** \_\_\_\_\_

|                   | <u>Aye</u> | <u>Nay</u> | <u>Abstain</u> | <u>Absent</u> |
|-------------------|------------|------------|----------------|---------------|
| Mr. Bunkelman     | _____      | _____      | _____          | _____         |
| Dr. March         | _____      | _____      | _____          | _____         |
| Mrs. Mentel       | _____      | _____      | _____          | _____         |
| Mr. Philbeck      | _____      | _____      | _____          | _____         |
| Mrs. Taylor       | _____      | _____      | _____          | _____         |
| Mr. VanWasshenova | _____      | _____      | _____          | _____         |
| Mr. Yeo           | _____      | _____      | _____          | _____         |

## Shonna Jill Wener



### Summary

Results-oriented Account Manager with diverse background in management and customer service. Dedicated to providing excellent customer service and making operational and procedural improvements.

### Skills

|                                |                          |                     |
|--------------------------------|--------------------------|---------------------|
| Client relations specialist    | Skilled multi-tasker     | Project Coordinator |
| Conflict resolution techniques | Microsoft Office & Excel | Order Processing    |
| Detail Oriented                | CICS                     | Logistics           |

### Education

**37 credit hours: Business Management**

**3.9 GPA**

**Baker College** - Clinton Township, MI, United States

Coursework in Marketing, Business Management and Communications

### Accomplishments

Played an instrumental role in sizing, quoting and purchasing industrial valves for a \$750,000 project at Hemlock Semiconductor and Dow Corning.

### Experience

#### Insurance Support Specialist

March 2015 to present

Farm Bureau – Monroe, MI

Quote auto and home, accounts receivable, collections, sales and phone support.

#### Assistant to Director

December 2014 to March 2015

**Monroe Public Schools** – Monroe, MI

Assist creating Community Education Brochure while managing several events. Create and maintain social media.

#### Administrative Assistant – Attendance and Records

September 2014 to March 2015

**Arborwood Elementary School** – Monroe, MI

**Monroe Middle School** – Monroe, MI

Maintain daily attendance records; manage enrollments and students that transfer out of school. Organize daily mail and manage all Count Day records. Greet parents and assist staff with student and parent needs.

#### Account Manager

January 2007 to July 2014

**Renew Valve & Machine** - Carleton, MI

Improved service quality and increased sales by 20% developing a strong knowledge of company's products and services.

Resolved customer questions, issues and complaints.

Developed rapport with the customer base by handling difficult issues with professionalism.

Addressed negative customer feedback immediately.

Provided a high level of product and leadership support to representatives and clients.

Collected, monitored and evaluated customer requirements to achieve desired delivery time and order fill rates.

**ADJOURNMENT**

**RECOMMENDATION**

Move to adjourn the November 24, 2015, Board Meeting #21.

**HAND VOTE**

MOTION: \_\_\_\_\_ SUPPORT: \_\_\_\_\_ ACTION: \_\_\_\_\_

TIME: \_\_\_\_\_