

**FAIRVIEW AREA SCHOOLS' BOARD OF EDUCATION  
WORK SESSION  
JANUARY 9, 2008**

The work session was held in the Elementary Media Center at 6:00 p.m. on January 9, 2008.

Board President Beth Miller called the meeting to order at 6:00 p.m.

PRESENT: Gene Wysocki, Diana Danhoff, James Yoder, Beth Miller, Chris Neff,  
Joel Yoder, and Anne Tompkins

ABSENT: None

**II. Approval of Agenda**

The agenda was approved by Board consensus

**III. Public Comment**

There was no public comment.

**IV. C.O.O.R. Technology Proposal**

A team comprised of Cindy Neff, Mark Trim, James Yoder, and Ray Poellet visited Saginaw ISD on January 8, 2008 to learn more about the way they serve the schools with technology. Mark Trim expressed his main concern about the lack of service hours we will receive via the C.O.O.R. Technology Plan. Mr. Poellet presented an overview of the ISD trip and a copy of the report is included.

The item will be included on the February Board agenda for discussion and possible action.

**V. Sharing Counselor Services with Atlanta Community Schools**

An opportunity for sharing the guidance counselor's services with Atlanta Community Schools is available for the remainder of 2007-2008, and possible 2008-2009. A ½ time counselor is projected in the 3-5 Year Plan for 2009-2010.

Rick is presently going to Atlanta one day a week; obviously, he will now be able to do less for Fairview. He has many duties which are not included in his job description, i.e. NovaNet, dual-enrollment, work study program, independent study program, and Northwest Testing.

Do we want to share services? Do we want to reduce the position as projected in the 3-5 Year Plan? The item will be included on the January Board agenda for action.

**VI. Student Offerings for 2008-2009**

Mr. Poellet presented information, copies of which are included. Curricular classes that are required for graduation will be emphasized. Presently FAS requires 24 credits for graduation while the State requires 18 credits. A Board member asked if a different number of credits could be required for different pathways; **Mr. Poellet replied "yes"**.

There are many questions to be resolved:

- a. Will Middle School be kept intact?
- b. Will Title I be offered in the same format? **Beth Miller requested that the Board be provided with rationale for structure of Title I.**
- c. Will 24 credits continue to be required for graduation?

**VII. Transition Sub-Committee**

James Yoder reported for the committee, stating that decisions must be made at the Board level after the committee provides rationale for recommendations. The October 16, 2007 minutes were referenced.

Recommendations

- a. That the Board continue with the reductions/savings and not wait until 2009-10 to take any further actions.
- b. That the principal continue to be a full-time position.
- c. That the superintendent position be reduced and a total lump-sum payment be offered (salary and benefits) of approximately \$57,000 per year (\$45,000 per year reduction from the \$102,000 per year currently in place). FICA and retirement will need to be paid on the lump-sum payment. The amount of time in the building and duties would be determined at a later meeting. Once duties are determined, any additional time, i.e. negotiations, approximately \$2,000, and teaching periods, 1/7<sup>th</sup> the teaching rate negotiation, would be added to the annual lump-sum payment. The committee wants the entire Board to determine direction concerning the superintendent position.
- d. That a central local for administration and assistants be established.

Discussion:

- a. What will not be done if the superintendent is hired at 57%?
- b. Should a new position of superintendent duties and other duties be considered?
- c. Who will do the work if personnel continues to be reduced?
- d. Should the structure of the superintendent position be part-time or full-time?
- e. A Board member stated that it is better to have full-time employees with combined duties rather than several part-time employees.
- f. If reductions are necessary, job expectations must be lowered.
- g. Even though duties may be added to an employee's work load, that employee may not be the right person for all of those jobs.
- h. A full-time employee yields better service, but one person cannot fill both the superintendent and principal positions.
- i. A previous part-time superintendent did not do everything being done now by a full-time superintendent.
- j. Combining jobs creates more stress for employees.
- k. The best person for each position should be in place.

Questions:

- a. Should a position be structured with 50% superintendent duties and 50% other duties?
- b. How is an administration reduction to be structured? **James: The Board needs to structure the position with a new contract.**
- c. What structure will be pursued if the superintendent leaves?

**VIII. Consideration of the 3-5 Year Plan**

Gene: Is not committed to any plan; wants to hear other members' thoughts and ideas.

Anne: Discussion needs to be continued about the superintendent position.

Joel: The goal is to achieve a balanced budget next year, but if there are needs in the school, they should be addressed since we are ahead fiscally. The opportunity to reduce administration should be followed. We need to "stay the course" as much as possible.

**VIII. Consideration of the 3-5 Year Plan (Con't.)**

- Chris: The Plan shows no additional teachers, but the transition committee shows the need for 1-3 new teachers . Larger class sizes and new State requirements are not addressed.
- Gene: Declining enrollment is a known fact. The educational needs driven by State requirements are not addressed. Number of employees could remain constant.
- Joel: The teacher/student ratio remains almost constant. Fewer electives may be necessary to meet State mandates.
- Bruce: NCLB requirements add problems.
- Joel: There is potential to lay off a teacher in order to hire a teacher who can teach required subjects.
- James: We need to address needs; budget cushion gives us flexibility in the budget. We need to follow the 3-5 Year Plan as much as possible and evaluate plans to make sure they address needs. We need to proceed slowly and carefully.
- Diana: We need to stay on course.
- Beth: She is concerned that too much of the “flexible funds” will be spent and then funds won't be available in future year to make reductions. The insurance reduction achieved in the new teachers' contract is very helpful. She would like to see some help in classrooms, addressing a) art, b) physical education overload, and 3) relief at the elementary end. We need to stay the course as much as possible. Ray is exploring the possibility of retirement, but we want to make sure we are doing good things for our staff.

“Staying the course” was defined as the plan outlined on **3-5 Year Planned & Projected in Comparison at January 2008 (A)**. This avoids direct classroom reductions in 2009-2010.

Consensus of the Board:

1. The Superintendent position will be reduced to part-time; therefore, Mr. Nelson will not be offered a full-time position in 2008-2009.
2. The question was whether a part-time superintendent position will be offered to Mr. Nelson and Board members were polled:

Mr. Nelson offered part-time position

James Yoder  
Anne Tompkins

Post position with interviews

Joel Yoder  
Chris Neff  
Gene Wysocki  
Diana Danhoff  
Beth Miller

Majority = post position and interview since it is a new position. A description of the new position is required.

**IX. Board Comments and Closing Public Comments**

Board Comments: None  
Public Comments: None

The meeting was adjourned at 9:11 p.m.

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Chris Neff, Secretary