

# BOARD PACKET

DECEMBER 7, 2015



*Our Vision:*

*Champion Learning –*

*Develop, Educate, and Inspire!*

MONDAY, DECEMBER 7, 2015 – 7:00 P.M.  
CREEKSIDE MEDIA CENTER  
2615 BAKER RD.  
DEXTER MI 48130



BOARD OF EDUCATION  
DEXTER COMMUNITY SCHOOLS  
734-424-4100

*Vision: Champion Learning -- Develop, Educate, and Inspire*  
BOARD MEETING AGENDA

- A. ROLL CALL - PLANNED ABSENCES
- B. MEETING MINUTES - 11/23/2015, closed session 11/23/2015
- C. APPROVAL OF AGENDA
- D. SCHOOL PRESENTATIONS - Girls' Swim & Dive
- E. SUPERINTENDENT UPDATE
- F. STUDENT REPRESENTATIVES UPDATE
- G. **PUBLIC PARTICIPATION:** *Persons who wish to address the Board may complete a Public Comment Card to be presented to the Board president at the beginning of the meeting. Each speaker is allotted a maximum of 5 minutes unless otherwise notified. Each speaker will be asked to announce his/her name and indicate if he/she represents any organization or agency. No person may speak more than once on the same subject during a single meeting. For further details see our policy on Public Participation at Board Meetings.*
- H. **CONSENT ITEMS**
  - 1. Personnel – Resignations
  - 2. Personnel – Leave of Absence
- I. **ACTION ITEMS**
  - 1. Ratify DEA Letter of Agreement
  - 2. Ratify DAA Letter of Agreement
  - 3. Ratify DESPA Letter of Agreement
  - 4. Ratify WWBDAMA Letter of Agreement
  - 5. Approve Individual Contract Bonuses
- J. **DISCUSSION ITEMS**
  - 1. Policy – First Reading
- K. **PUBLIC PARTICIPATION:** *See Policy 0167.3*
- L. **BOARD COMMENTS**
- M. **INFORMATION ITEMS - none**
- N. **CLOSED SESSION - none**

COMMITTEE MEETINGS/  
NEXT MEETING SCHEDULED

CALENDAR

- \*Monday, January 11 - 7:00 p.m.  
Organizational Meeting (Creekside)
- \*Monday, January 25 – 7:00pm  
Board Meeting (Creekside)

- Board Members Only (Confidential Item)
- # Board Members Only (Public Document - Limited Supply)

*Mission: We will encourage and develop each student's individual abilities, skills, and character to shape tomorrow's world through positive relationships, best practices, and a shared sense of purpose.*

**BOARD NOTES  
BOARD MEETING  
DECEMBER 7, 2015**

**A. ROLL CALL: PLANNED ABSENCES – none**

**B. BOARD MEETING MINUTES & CLOSED SESSION MINUTES (11/23/15)**

**C. APPROVAL OF AGENDA:**

Approval of Agenda. Board policy provides that the Superintendent of Schools shall prepare an agenda for all Board meetings as directed by the President of the Board of Education.

\* An appropriate motion might be, "I move that the agenda be approved as presented/amended."

**D. SCHOOL PRESENTATIONS:**

**E. SUPERINTENDENT UPDATE:**

**F. STUDENT REPRESENTATIVES UPDATE:**

**G. PUBLIC PARTICIPATION:** *Persons who wish to address the Board may complete a Public Comment Card to be presented to the Board president at the beginning of the meeting. Each speaker is allotted a maximum of 5 minutes unless otherwise notified. Each speaker will be asked to announce his/her name and indicate if he/she represents any organization or agency. No person may speak more than once on the same subject during a single meeting. For further details see our policy on Public Participation at Board Meetings.*

**H. CONSENT ITEMS:**

1. Personnel - Resignations: Your packet contains a letter of resignation from Wylie Social Worker Michael Kelmenson (effective 12/1/15) and one from Controller Karen Donahue (effective 12/15/2015).

\* An appropriate motion might be, "I move that the board accept the resignations of Michael Kelmenson and Karen Donahue."

2. Personnel Leave of Absence: Your packet includes a request for maternity leave of absence for Dexter High School Teacher Amy Olmstead-Brayton from March 18, 2016 through the end of the 2015-16 school year.

\* An appropriate motion might be, "I move that the board grant Amy Olmstead-Brayton's request for leave of absence from March 18, 2016 through the end of the 2015-16 school year."

I. ACTION ITEMS

1. Ratify DEA Letter of Agreement: Your packet contains an Executive Summary and Recommendation regarding a Letter of Agreement with DEA which provides for a one-time, off-schedule \$275 bonus to all DEA members. The bonus recognizes the dedication of teachers, administrators, and staff.

\* An appropriate motion might be, "I move that the board ratify the Letter of Agreement with DEA Members."

2. Ratify DAA Letter of Agreement: Your packet contains an Executive Summary and Recommendation regarding a Letter of Agreement with DAA which provides for a one-time, off-schedule \$275 bonus to all DAA members. The bonus recognizes the dedication of teachers, administrators, and staff.

\* An appropriate motion might be, "I move that the board ratify the Letter of Agreement with DEA Members."

3. Ratify DESPA Letter of Agreement: Your packet contains an Executive Summary and Recommendation regarding a Letter of Agreement with DESPA which provides for a one-time, off-schedule \$275 bonus to all DESPA members. The bonus recognizes the dedication of teachers, administrators, and staff.

\* An appropriate motion might be, "I move that the board ratify the Letter of Agreement with DESPA Members."

4. Ratify WWBDAMA Letter of Agreement: Your packet contains an Executive Summary and Recommendation regarding a Letter of Agreement with WWBDAMA which provides for a one-time, off-schedule \$275 bonus to all WWBDAMA members. The bonus recognizes the dedication of teachers, administrators, and staff.

\* An appropriate motion might be, "I move that the board ratify the Letter of Agreement with WWBDAMA Members."

5. Approve Individual Contract Bonuses: Your packet contains an Executive Summary and Recommendation regarding a one-time, off schedule bonus payment of \$275 to the attached list of individual contract employees. The bonus recognizes the dedication of teachers, administrators, and staff.

\* An appropriate motion might be, "I move that the board approve the attached list of individual contract employees to receive a \$275 one-time, off schedule bonus payment."

J. **DISCUSSION ITEMS**

6. Policy – First Reading: Your packet contains draft policies 1240 (Evaluation of the Superintendent), 5320 (immunization), 5830 (Student Fund-Raising), 7540.02 (District Web page), 0140 (Bylaw Revision), 0170 (Bylaw Revision), 1130/3110/4110 (Conflict of Interest), 1217/3217/4217/5772 (Weapons), 1420 (School Administrator Evaluation), 1630.01/3430.01/4430.01 (FMLA), 5517.02 (Sexual Violence), 8321 (Criminal Justice Information Security), 8500 (Food Service), 9211 (District Support Organizations) that were reviewed by the policy committee on 11/20/2015 and are ready for first reading.

\* An appropriate motion might be, "I move that draft policies 1240 (Evaluation of the Superintendent), 5320 (immunization), 5830 (Student Fund-Raising), 7540.02 (District Web page), 0140 (Bylaw Revision), 0170 (Bylaw Revision), 1130/3110/4110 (Conflict of Interest), 1217/3217/4217/5772 (Weapons), 1420 (School Administrator Evaluation), 1630.01/3430.01/4430.01 (FMLA), 5517.02 (Sexual Violence), 8321 (Criminal Justice Information Security), 8500 (Food Service), 9211 (District Support Organizations) be approved for first reading as amended/presented."

K. **PUBLIC PARTICIPATION:** *See Policy 0167.3 for details.*

L. **BOARD COMMENTS:**

M. **INFORMATION ITEMS - none**

I. **CLOSED SESSION - none**

**MINUTES  
BOARD MEETING  
CREEKSIDE – 7:00pm  
NOVEMBER 23, 2015**

**A. ROLL CALL**

**Members Present:** Ron Darr, Bonnie Everdeen, Dick Lundy, Barbara Read, Julie Schumaker, Michael Wendorf, Student Representatives Rylee Kim and James Morgan

**Members Absent:** Daryl Kipke

**Administrative & Supervisory Staff:** Sharon Raschke, Chris Timmis, Hope Vestergaard

**D.E.A.:** Joe Romeo, Jessica Baese

**D.E.S.P.A.:** none

**Transportation:** none

**Press:** Lisa Carolin

**Guests:** none

The meeting was called to order at approximately 7:00pm by Michael Wendorf, President.

**B. MEETING MINUTES**

The Board reviewed minutes from board workshops on 11/9/15 and 11/19/15.

A motion was made by Dick Lundy and seconded by Bonnie Everdeen to approve the minutes of 11/9/15 and 11/19/15 with the correction of time and place for the 11/19/2015 minutes. **Motion Carried (unanimous).**

**C. APPROVAL OF AGENDA**

Board policy provides that the Superintendent of Schools shall prepare an agenda for all meetings as directed by the President of the Board of Education.

A motion was made by Dick Lundy and seconded by Barbara Read to approve the agenda as presented. **Motion Carried (unanimous).**

**D. SCHOOL PRESENTATIONS – none**

**E. SUPERINTENDENT UPDATE**

Superintendent Chris Timmis updated the board on contents of a letter that went out to families on 11/23/2015 highlighting recent district achievements: the Girls Swim Team Division II State Championship, the district's placement on the AP Honor Roll, solid M-STEP scores (not yet released), Creekside's Google Expeditions project, and upcoming professional development.

**F. STUDENT REPRESENTATIVES UPDATE**

James Morgan shared more details of the Girls' Swim team victory: Meet Coach, Meet Swimmer (Annette Schultz), Meet Champs. He noted winter sports are starting their seasons and college application season is in full swing for seniors. Rylee Kim noted new student-created murals will be going up at DHS, including one inspired by Harry Potter, and said students voted on a Prom theme, results not yet announced.

**G. PUBLIC PARTICIPATION - no requests to speak**

**H. CONSENT ITEMS**

The following consent items were approved in bulk with Dick Lundy making the motion to approve with Ron Darr seconding the motion.

**Motion Carried (unanimous).**

1. Personnel – Retirements/Resignation

The board acknowledged the resignation of Linda Livingstone (effective 10/31/2015) and the retirement of Sharon Weidmayer (effective 2/29/2016).

2. Personnel – Leave of Absence

The board granted the leave of absence from 12/10/2015 through 2/22/2016 requested by Maureen Kline.

3. October Budget Report

The board received the October budget report.

**I. ACTION ITEMS**

Board members reviewed a memorandum and information from Sharon Raschke regarding the 2015-16 Budget Revisions. The budget revisions were presented to and supported by the finance committee at its meeting on November 19, 2015. The budget revisions are more favorable than the June budget and were presented for adoption.

A motion was made by Dick Lundy and seconded by Ron Darr that the 2015-16 Budget Amendment Resolutions for the General Fund, Community Service Fund and the Food Services Fund be adopted.

**Motion Carried (unanimous).**

**J. DISCUSSION ITEMS – none**

**K. PUBLIC PARTICIPATION - no public comment**

**L. BOARD COMMENTS**

Julie Schumaker called attention to the video that plays on the [www.dexterschools.org](http://www.dexterschools.org) homepage when the website is viewed on larger screen devices. She felt the video makes a great impression on viewers and offers a good snapshot of all buildings in the district.

**M. INFORMATION ITEMS**

1. Senior Swimmers Commendation of Don Evich
2. MDE Letter Regarding Fiscal On Site Review Compliance
3. Finance Committee Meeting Minutes (11/19/2015)
4. Policy Committee Meeting Minutes (11/20/2015)
5. Standard & Poor Rating

**N. CLOSED SESSION**

A motion was made by Dick Lundy and seconded by Julie Schumaker at approximately 7:17pm that the Board of Education move into executive session for the purpose of discussing negotiations. **Motion Carried (unanimous).**

1. Negotiations

The Board of Education discussed negotiations.

President Michael Wendorf convened to open session at approximately 7:55pm.

A motion was made by Dick Lundy and seconded by Ron Darr to adjourn the meeting at approximately 7:55pm.

MINUTES/hlv

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Ron Darr, Secretary  
Board of Education

December 1, 2015

To Whom It May Concern:

I hereby resign from Dexter Community Schools effective with my last day of employment on December 1, 2015.

Thank you very much for the opportunity.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Kelmenson", written in a cursive style.

Michael Kelmenson

December 1, 2015

Dr. Christopher Timmis, Superintendent  
Dexter Community School District  
7714 Ann Arbor Street  
Dexter, MI 48130

RE: Resignation

Dr. Timmis:

I would like to thank you for the opportunity to work here at Dexter Community School District for the past six months. I accepted Sharon's offer to come and get the business office caught up on the back log of work from 2014-15, work on grants, audit and anything else that came my way. I appreciated her kindness and understanding when it came to allowing me time off to be with my husband during his surgeries.

At this time I have a desire and need to work in a more challenging role conducive with my 21 years of school finance/operations experience.

Please accept this as my letter of resignation, effective December 11, 2015.

I wish you and everyone at Dexter Community School District success in the future.

Sincerely,

A handwritten signature in black ink, appearing to read "Karen Donahue". The signature is written in a cursive, flowing style.

Karen Donahue



Dexter High School  
2200 N Parker Rd  
Dexter, MI 48130

Amy Olmstead  
(734)424-4240 x 7471  
[olmsteda@dexterschools.org](mailto:olmsteda@dexterschools.org)

November 20, 2015

Kit Moran  
Principal  
Dexter High School

Dear Mr. Moran,

I am writing you to let you know that I plan on taking maternity leave at the end of this school year. I anticipate working through March 18, 2016 after which point I will need a substitute through the remainder of the 2015-16 academic year (from March 21-June 10). I plan on returning to work in the fall for the entire 2016-17 school year.

Sincerely,

Amy Olmstead-Brayton

Board of Education  
Dexter Community Schools  
November 30, 2015

This is a request for an unpaid leave for the month of December, 2015, beginning December 1. I am making this request because of special circumstances that are personal in nature and not related to Dexter Community Schools.

Article IX. Leaves

B. UNPAID LEAVE OF ABSENCE

4. Emergency short term leaves of absence.
  - a. Teachers may apply to the Superintendent for a short term emergency leave of absence for extenuating circumstances outside the personal leave day circumstances.

I will resume my duties at the start of January, 2016.

Thank you for your consideration.



Joseph H. Romeo

**Dexter Community Schools  
Board of Education  
Executive Summary and Recommendation**

- Purpose:** To approve the attached letter of agreement regarding a one-time, off-schedule bonus to all DEA members.
- Explanation:** The attached letter of agreement provides for a one-time, off-schedule \$275 bonus to all DEA members. The bonus recognizes the dedication of our teachers, administrators, and staff.
- Recommendation:** It is the recommendation of the Superintendent that the Dexter Community Schools Board of Education ratify the attached letter of agreement regarding a one-time, off-schedule bonus payment to all teachers, administrators, and staff.

JB 12/1/15

**DEXTER COMMUNITY SCHOOLS  
BOARD OF EDUCATION  
-and-  
DEXTER EDUCATION ASSOCIATION**

**LETTER OF AGREEMENT**

**Bonus payment - 2015**

It is hereby agreed by and between the BOARD OF EDUCATION OF THE DEXTER COMMUNITY SCHOOLS (hereinafter referred to as the "Board") and the DEXTER EDUCATION ASSOCIATION, (hereinafter collectively referred to as the "Association") as follows:

1. A bonus payment will be paid to each Association member actively scheduled to work as of December 7, 2015 and receiving a paycheck on December 15, 2015 of \$275.
  - a. This is an "off-schedule" bonus and will not be added or compounded to the current salary schedule nor amend the current collective bargaining agreement.
  - b. This payment is made subject to Section 3a(3) of the Public School Employees Retirement Act of 1979 as amended (MCL 38.1303a).
  - c. The payment is specified by employee on the attached spreadsheet.
2. The bonus payment will be paid in a lump sum on the December 15, 2015 paycheck.
3. This bonus is a one-time, non-recurring payment.
4. The bonus payment is governed by this Letter of Agreement and is not subject to the grievance procedure.

This Letter of Agreement constitutes the sole and entire agreement between the Board and the Association regarding the terms and the implementation of the bonus payment and shall not establish any practice, established working condition or precedent for future negotiations or dealings between the Board and the Association.

This Letter of Agreement is entered into this 1<sup>ST</sup> day of December, 2015 by and between the Board and the Association, whose authorized representatives have affixed their signatures below.

*Attachment (payment spreadsheet)*

*JFB 12/1/15*

BOARD OF EDUCATION  
DEXTER COMMUNITY SCHOOLS

DEXTER EDUCATION ASSOCIATION

By \_\_\_\_\_

Its \_\_\_\_\_

By \_\_\_\_\_

Its \_\_\_\_\_

By *Jessi J. Bauer* \_\_\_\_\_

Its *Vice President* \_\_\_\_\_

By \_\_\_\_\_

Its \_\_\_\_\_

**Dexter Community Schools  
Board of Education  
Executive Summary and Recommendation**

- Purpose:** To approve the attached letter of agreement regarding a one-time, off-schedule bonus to all DAA members.
- Explanation:** The attached letter of agreement provides for a one-time, off-schedule \$275 bonus to all DAA members. The bonus recognizes the dedication of our teachers, administrators, and staff.
- Recommendation:** It is the recommendation of the Superintendent that the Dexter Community Schools Board of Education ratify the attached letter of agreement regarding a one-time, off-schedule bonus payment to all teachers, administrators, and staff.

C7 11-30-15  
CLW 11-30-15  
g 11-30-15

**DEXTER COMMUNITY SCHOOLS  
BOARD OF EDUCATION  
-and-  
DEXTER ADMINISTRATORS' ASSOCIATION**

**LETTER OF AGREEMENT**

**Bonus payment - 2015**

It is hereby agreed by and between the BOARD OF EDUCATION OF THE DEXTER COMMUNITY SCHOOLS (hereinafter referred to as the "Board") and the DEXTER ADMINISTRATORS' ASSOCIATION, (hereinafter collectively referred to as the "Association") as follows:

1. A bonus payment will be paid to each Association member actively scheduled to work as of December 7, 2015 and receiving a paycheck on December 15, 2015 of \$275.
  - a. This is an "off-schedule" bonus and will not be added or compounded to the current salary schedule nor amend the current collective bargaining agreement.
  - b. This payment is made subject to Section 3a(3) of the Public School Employees Retirement Act of 1979 as amended (MCL 38.1303a).
  - c. The payment is specified by employee on the attached spreadsheet.
2. The bonus payment will be paid in a lump sum on the December 15, 2015 paycheck.
3. This bonus is a one-time, non-recurring payment.
4. The bonus payment is governed by this Letter of Agreement and is not subject to the grievance procedure.

This Letter of Agreement constitutes the sole and entire agreement between the Board and the Association regarding the terms and the implementation of the bonus payment and shall not establish any practice, established working condition or precedent for future negotiations or dealings between the Board and the Association.

This Letter of Agreement is entered into this 30<sup>TH</sup> day of November, 2015 by and between the Board and the Association, whose authorized representatives have affixed their signatures below.

*Attachment (payment spreadsheet)*

BOARD OF EDUCATION  
DEXTER COMMUNITY SCHOOLS

By \_\_\_\_\_

Its \_\_\_\_\_

By \_\_\_\_\_

Its \_\_\_\_\_

DEXTER ADMINISTRATORS' ASSOCIATION

By William C. Moore

Its \_\_\_\_\_

By Craig H. Hall

Its \_\_\_\_\_

**Dexter Community Schools  
Board of Education  
Executive Summary and Recommendation**

- Purpose:** To approve the attached letter of agreement regarding a one-time, off-schedule bonus to all DESPA members.
- Explanation:** The attached letter of agreement provides for a one-time, off-schedule \$275 bonus to all DESPA members. The bonus recognizes the dedication of our teachers, administrators, and staff.
- Recommendation:** It is the recommendation of the Superintendent that the Dexter Community Schools Board of Education ratify the attached letter of agreement regarding a one-time, off-schedule bonus payment to all teachers, administrators, and staff.

M  
11/30/15

**DEXTER COMMUNITY SCHOOLS  
BOARD OF EDUCATION  
-and-  
DEXTER EDUCATION SUPPORT PERSONNEL ASSOCIATION**

**LETTER OF AGREEMENT**

**Bonus payment - 2015**

It is hereby agreed by and between the BOARD OF EDUCATION OF THE DEXTER COMMUNITY SCHOOLS (hereinafter referred to as the "Board") and the DEXTER EDUCATION SUPPORT PERSONNEL ASSOCIATION ASSOCIATION, (hereinafter collectively referred to as the "Association") as follows:

1. A bonus payment will paid to each Association member actively scheduled to work as of December 7, 2015 and receiving a paycheck on December 15, 2015 of \$275.
  - a. This is an "off-schedule" bonus and will not be added or compounded to the current salary schedule nor amend the current collective bargaining agreement.
  - b. This payment is made subject to Section 3a(3) of the Public School Employees Retirement Act of 1979 as amended (MCL 38.1303a).
  - c. The payment is specified by employee on the attached spreadsheet.
  - d. Employees working in more than one capacity or more than one bargaining unit will receive only one bonus payment based on their primary job category.
2. The bonus payment will be paid in a lump sum on the December 15, 2015 paycheck.
3. This bonus is a one-time, non-recurring payment.
4. The bonus payment is governed by this Letter of Agreement and is not subject to the grievance procedure.

This Letter of Agreement constitutes the sole and entire agreement between the Board and the Association regarding the terms and the implementation of the bonus payment and shall not establish any practice, established working condition or precedent for future negotiations or dealings between the Board and the Association.

This Letter of Agreement is entered into this 30 day of NOV, 2015 by and between the Board and the Association, whose authorized representatives have affixed their signatures below.

*Attachment (payment spreadsheet)*

BOARD OF EDUCATION  
DEXTER COMMUNITY SCHOOLS

By \_\_\_\_\_

Its \_\_\_\_\_

By \_\_\_\_\_

Its \_\_\_\_\_

DEXTER EDUCATION ASSOCIATION

By Richard W Inesi

Its RWU - R 11/30/15  
president

By Wallie Dunham

Its Secretary Steward

**Dexter Community Schools  
Board of Education  
Executive Summary and Recommendation**

- Purpose:** To approve the attached letter of agreement regarding a one-time, off-schedule bonus to all WWBDAMA members.
- Explanation:** The attached letter of agreement provides for a one-time, off-schedule \$275 bonus to all WWBDAMA members. The bonus recognizes the dedication of our teachers, administrators, and staff.
- Recommendation:** It is the recommendation of the Superintendent that the Dexter Community Schools Board of Education ratify the attached letter of agreement regarding a one-time, off-schedule bonus payment to all teachers, administrators, and staff.

**DEXTER COMMUNITY SCHOOLS  
BOARD OF EDUCATION**

**-and-**

**WEST WASHTENAW BUS DRIVERS AND BUS MONITORS ASSOCIATION**

**LETTER OF AGREEMENT**

**Bonus payment - 2015**

It is hereby agreed by and between the BOARD OF EDUCATION OF THE DEXTER COMMUNITY SCHOOLS (hereinafter referred to as the "Board") and the WEST WASHTENAW BUS DRIVERS AND BUS MONITORS ASSOCIATION, (hereinafter collectively referred to as the "Association") as follows:

1. A bonus payment will be paid to each Association member actively scheduled to work as of December 7, 2015 and receiving a paycheck on December 15, 2015 of \$275.
  - a. This is an "off-schedule" bonus and will not be added or compounded to the current salary schedule nor amend the current collective bargaining agreement.
  - b. This payment is made subject to Section 3a(3) of the Public School Employees Retirement Act of 1979 as amended (MCL 38.1303a).
  - c. The payment is specified by employee on the attached spreadsheet.
  - d. Employees working in more than one capacity or more than one bargaining unit will receive only one bonus payment based on their primary job category.
  - e. Davey LeBlanc and Gary Wesley will be paid on the January 15, 2016 payroll as part of their earnings in the 2016 calendar year.
2. The bonus payment will be paid in a lump sum on the December 15, 2015 paycheck.
3. This bonus is a one-time, non-recurring payment.
4. The bonus payment is governed by this Letter of Agreement and is not subject to the grievance procedure.

This Letter of Agreement constitutes the sole and entire agreement between the Board and the Association regarding the terms and the implementation of the bonus payment and shall not establish any practice, established working condition or precedent for future negotiations or dealings between the Board and the Association.

This Letter of Agreement is entered into this 2<sup>nd</sup> day of December, 2015 by and between the Board and the Association, whose authorized representatives have affixed their signatures below.

*Attachment (payment spreadsheet)*

BOARD OF EDUCATION      WWBDAMA  
DEXTER COMMUNITY SCHOOLS

By \_\_\_\_\_

Its \_\_\_\_\_

By *Dg L. Blue* \_\_\_\_\_

Its *President* \_\_\_\_\_

By \_\_\_\_\_

Its \_\_\_\_\_

By \_\_\_\_\_

Its \_\_\_\_\_

**Dexter Community Schools  
Board of Education  
Executive Summary and Recommendation**

- Purpose:** To approve a \$275 bonus to individual contract (non-affiliated) employees.
- Explanation:** The November budget revision included a \$150,000 allocation to provide a \$275 bonus to all regularly scheduled employees. The bonus recognizes the dedication of our teachers, administrators, and staff. The attached list represents the individual contract (non-affiliated) employees scheduled to receive the bonus on the December 15, 2015 pay.
- Recommendation:** It is the recommendation of the Superintendent that the Dexter Community Schools Board of Education approve the attached list employees to receive at \$275 a one-time, off-schedule bonus payment to all teachers, administrators, and staff.

<p>Dexter Community Schools Board of Education Executive Summary and Recommendation</p>
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Individual, Non-affiliated Contract Employees

**Individual Salary Contract**

Benson, Gina	Comm Serv	Asst Dir
Burton, Sean	B&G	Dir
Case, Brandon	Tech I	Coordinator
Covert, Kim	Comm Serv	Direc-Com Ed
Darr, Sandra	Bus Offc	Assistant
Gendernailk, David	Comm Serv	Aquatics
Gross, Dori	Personnel	Assistant
Henry, Dan	Transportation	Mechanic
Hite, Leslie	Data Specialist	Manager
Frye-Jones, Lisa	Bus Offc	Coordinator
Keith, Jon	Comm Serv	Program
Mattison, Jennifer	Food Services	Director
McQuarrie, Robert	Comm Serv	Weekend Support
Maze, Roxanne	Food Services	Asst Dir
Miceli, Jennifer	Bus Offc	Assistant
Munir, Rick	Technology	Manager
Raschke, Sharon	Bus Off	CFO
Schuler, Brian	B&G	Asst Dir
Smith, Deneen	Transportation	Manager
Spencer, Ryan	Tech II	Coordinator
Vestergaard, Hope	Administration	Manager
Wagner, Mike	Bus Offc	Coordinator
Wahr, Donna	Bus Offc	Coordinator

**Jenkins Staff**

Allgood, Chelsea	Sch Yr Care	Childcare PT
Allgood, Jasmine	Yr Round Care	Childcare PT
Barnes, Bridgett	Sch Yr Care	Childcare PT
Bates, Melissa	Yr Round Care	Childcare FT
Bergman, Shawn	4 yr Certified	Cert Yr Round
Bowling, Donna	Yr Round Care	Childcare FT
Breedveld, Alexa	Sch Yr Care	Childcare PT
Carpenter, Karrie	3 yr Certified	Cert Yr Round
Castilho-Lima, Cassiana	Comm Ed \$	Comm Ed Ad
Erdenejargal, Katie	Presch Asst	Childcare PT
Glahn, Carly	Sch Yr Care	Childcare PT
Hadden, Emma	0-3 Certified	Cert Yr Round
Herman, Sandy	Sch Yr Care	Childcare PT
Inman-Dawley, Renee	Yr Round Care	Childcare PT
Jones, Samantha	Yr Round Care	Childcare FT
Jordan, Kelly	Yr Round Care	Childcare FT

**Dexter Community Schools  
Board of Education  
Executive Summary and Recommendation**

Difrancescantonio, Michele	Yr Round Care	Childcare FT
Manross, Darlene	Yr Round Care	Childcare FT
Maples, Andrea	4 yr Certified	Cert Yr Round
Henwood, Brooke	Sch Yr Care	Childcare PT
McCann, Brianna	Sch Yr Care	Childcare PT
McCollom, Emily	3 yr Certified	Cert Yr Round
McConville, Dana	Yr Round Care	Childcare FT
Milkey, Patty	Presch 4 yr	Cert 10 Month
Naughton, Jenifer	Presch Asst	Childcare PT
Pallo, Elizabeth	Presch 3 yr	Cert 10 Month
Penix, Katie	Presch 3 yr	Cert 10 Month
Rheaume, Nicole	Yr Round Care	Childcare FT
Saldana Arbas, Diana	Yr Round Care	Childcare FT
Scafasci, Lindsay	Presch 4 yr	Cert 10 Month
Umstead, Elizabeth	Sch Yr Care	Childcare PT
Van Sickle, Nathan	Sch Yr Care	Childcare PT
Vredeveld, Wendy	0-3 Certified	Cert Yr Round
Westwood, Julia	Yr Round Care	Childcare FT
Williams, Recie	Yr Round Care	Childcare PT
Wright, Nicole	Yr Round Care	Childcare FT
Zink, Jodi	0-3 Certified	Cert Yr Round