

**NORTH CENTRAL AREA SCHOOLS
BOARD OF EDUCATION
SPECIAL MEETING**

TIME: Thursday, June 28, 2018 at 6:00 p.m. C.S.T., North Central Jr/Sr School Library,
Powers, MI 49874

- A. Meeting called to order by President, Craig VanEnkevort at 6:00 p.m.
- B. Pledge of Allegiance
- C. Roll Call: PRESENT: Nick Hanchek, Ray Luft, Kelly Plunger,
Klara Grondine, Jessica Naser, Craig VanEnkevort,
Brad Eichmeier, Superintendent: Bruce Tapio,
Board Appointed Secretary: Wendy Granquist, Elementary
Principal/Athletic Director: Tony Adams

ABSENT: Maint/Transp/Custodial Working Supervisor: Brett Harter
- D. Motion by Mrs. Grondine, supported by Mrs. Naser to approve the agenda. Motion carried, 7-0.
- E. Public Comments: None.
- F. Public Comments on Agenda Items: None.
- G. Action Items:
 - 1. Motion by Mrs. Naser, supported by Mrs. Grondine to enter into an open session discussion as requested by Mrs. Sally Beauchamp, between the North Central Board of Education and Mrs. Sally Beauchamp to discuss performance issues as a probationary teacher.

Mr. Larry Gabka, Uniserv Director for the MEA will be representing Mrs. Sally Beauchamp and Miss Michele Owens in parts of the discussion

Comments:

Confused why we are here tonight. The rumor is that 2 teachers are going to be fired because of a copy of a letter going around on face book that he read.

He is here tonight to talk about law, policy and procedure.

On Monday, June 25, 2018 they had a meeting with Mr. Adams, Mr. Tapio, Miss Owens, Mrs. Beauchamp, Matt Stein and myself. At the end of that meeting, Miss Owens was going to 3rd grade and Mrs. Beauchamp was going to be reduced to 4 or 5/6 teaching hours.

On Tuesday, June 26, 2018 he received notification that the board wanted to proceed with dismissal. This was different from the meeting on Monday. On Tuesday, it was to determine their employment based on their performance by email by Mr. Tapio.

Mr. Gabka read the evaluation of Mrs. Sally Beauchamp and her final score is effective by Mr. Tapio. He also read the evaluation of Miss Michele Owens and the final score is effective by Mr. Adams.

Mr. Gabka is confused why we are here tonight?

Mr. Gabka's opinion if you dismiss these teachers you as a board are in violation of your own policy #3142 of probationary teachers.

Mr. Gabka stated read Thru Law Notes terminates for cause or

- Teacher Tenure Act shall be employed if not released 15 days before end of contract. If a teacher was previously tenured 60 days notice of non-renewal. If we are here to talk about performance issues you are in violation.
- Quoted the Gafney Case which he used in regards to Mrs. Sally Beauchamp and that she received tenure previously and that she received tenure now at North Central – he then congratulated her on her tenure.
- Mr. Gabka stated that he did not receive documentation to performance issues that was stated in email.
- Both teachers were rated as effective and received assurance of employment for 2018-2019.
- Follow rules as far as timeline. If you act you will not be in accordance with the law.

Mr. Gabka recommends that you do not take action at this meeting.

Mrs. Sally Beauchamp – Being invited to defend my performance came as a shock. In the 2 years she has worked here, she has given her best. Loved helping students read and write. Preach tolerance. Lead by example. She is not perfect. She also stated that the school is the heartbeat of the community.

Choices will reflect your values and that you broke the law on 6-21-18 and tonight. Quote on 5-15-18 was read by Mrs. Beauchamp from Mr. Tapio.

After receiving this email your all in violation. When she disciplines a kid she takes different approaches.

In April – Mrs. Beauchamp and Mr. Stein met to discuss her concerns with regards to student and suspension and what he does as an administrator.

Mr. Tapio is an awesome administrator, but her opinion and his don't mesh. We need to follow policy or chaos will break out. Such as you (the board) need to follow your own policies.

Did discuss cell phone. He stated to have a box to put phone in.

Grading issues – Computer class no printer. Go into email to print off. If computer lab had better working computers she wouldn't have the problem with getting grades entered.

You have a great staff and only strive to do well. You have an administrator who does not micro manage. Support the teachers. You never came to me about cell phones or discipline.

Educate and lead by example. She stated that one of her good students got into trouble. That student questioned Mrs. Beauchamp if she thought less of her because of that.

She stated that she has done nothing that deserves termination.

Mr. Matt Stein – If it doesn't fit you must quit. You must release a non-tenured teacher by June 15 or a tenured teacher as in Mrs. Beauchamp's case by May 1,

If you dismiss either of these teachers there will be lawsuits. He also stated that someone should make a motion to adjourn. Now is an opportunity – follow or violate the law.

Mrs. Naser - to Mrs. Beauchamp – homework situation? Mrs. Beauchamp stated the previous year – yes.

With her daughter she got a zero on the exam. Mrs. Beauchamp stated that they did not have enough computers in the lab. Mrs. Naser questioned is she asked someone about computers?

Mrs. Grondine: Do you have parents coming to you about missing assignments or grades in the computer? Mrs. Beauchamp stated that she is lenient on assignments done in class to help keep up. She also stated that she had parents come to see her about assignments or she has contacted parents that their children did not turn all work in. Sometimes she fudges when work should be in to not fail them.

There were 3 pages of issues in classroom management. Is this normal. Mr. Stein responded that it depends on the class.

Mrs. Naser stated is it normal to have that many write-ups?

Mr. Plunger - stated that when all this came up concerning probationary teachers he quickly made a little research. Mr. Tapio should have been aware of these dates. He wants an explanation. Mr. Tapio stated that he did not know the date and that he chose to move forward because of probationary teachers.

Mr. Plunger stated that you are the administrative professional of this school. Mr. Tapio stated that it is on him. He knows that it's his.

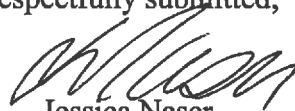
Mr. Luft asked Mr. Stein if he has read all the write-ups. How do other teachers handle the discipline in their classrooms? Mr. Stein responded that when you see that amount of write-ups the teachers is asking for help from the administration. The best case scenario is that teachers could handle all discipline. Mr. Stein stated that he has sent a few students to Mr. Tapio. Every teacher, every classroom is different.

Mr. VanEnkevort – This is a tight spot – a lot of issues. Mr. VanEnkevort's opinion is that tonight before us facts were stated, must vote on facts and representing the district. What should we do. Follow the law? Board members expressed concern that they did not start this and legal expenses.

Mr. VanEnkevort also spoke to the public in regards to social media. He stated to Please Stop. This is not needed for the community, and it is embarrassing.

- H. Board Discussion: None.
- I. Closed Session: None.
- J. Motion by Mr. Eichmeier, supported by Mr. Plunger to adjourn at 7:08 p.m.
Motion carried, 7-0.

Respectfully submitted,



Jessica Naser