

Proposed Minutes of the Special Board Meeting  
February 28, 2011

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President Van Sickler called the meeting to order at 5:00 p.m. in the Michigan room at the MAISD.

Members present: Freeman, Keyes, McNerney, Palmer, Ryckman, Van Sickler,  
Peglow arr. at 5:30

Members absent: none

Administrators present: Beal

Administrators absent: Hubbard, Weaver

#### Approval of Agenda

Van Sickler amended the agenda to move the dinner to the beginning of the meeting.

Motion by Freeman, support by McNerney to approve the agenda as amended.

Motion carried 6-0

#### Recognition of Guests

Superintendent Beal thanked Mrs. Throop and Mrs. Hansen for providing the meal for the board retreat.  
This gave the students a chance to show the board their life skill lessons that they are learning.

Communications: none

#### Items for Discussion:

##### Interim Superintendent's Goals

##### Budget Transparency

Beal talked to the board about his goals that he set for himself at the beginning of the school year.

Beal's first goal was to provide a budget transparency. Keyes stated that there were only a couple of things that were missed. Beal stated that he takes full responsibility for that and made sure the board was aware as soon as possible. Ryckman questioned the Budget transparency on the web page. Beal stated that was new this year.

Freeman stated that he has been in the office several times and the numbers and budget are always on his board in the office. Ryckman stated that he is comfortable coming to a meeting and seeing an amended budget and making decisions that night at the meeting. Peglow stated that he feels the same way, confident that the numbers are accurate at the meetings.

##### Construction Project

Beal's stated that contractors are coming back to take care of final projects and taking care of items that need attention. Triangle is here on weekends to work with contractors to make sure everything is taken care of.

Some of the items discussed were the tile floors, air handler in the gym and card readers at the doors.

#### Visibility/ Represent Vestaburg Community School

Beal asked the board what their thoughts are on his visibility and representing the school district. Keyes stated he has heard a few complaints. Keyes stated that he has seen Mr. Beal at ballgames, daddy/daughter dance etc. Beal stated that he has been to some of the games and yes has had to leave a little early especially if he has the girls because they need to get to bed.

#### Other Goals (Staff Morale)

Ryckman stated that the people he has talked to state the improvement from last year to this year. McNerney stated that he had to disagree, he stated that with cuts that the superintendent and board has had to make it is not going to be easy to keep staff morale up. You can't be the hatchet man and their friend at the same time. McNerney stated that inconsistency will kill morale. Peglow stated that the negative comments are a lot fewer. Peglow stated that he has heard a few comments and he tells them that yes Mr. Beal has already informed me and I am well aware of the situation. Van Sickler stated that he had one teacher state that the morale of the staff is the lowest it has been ever. McNerney stated we are asking them to do more with less.

#### Consistent Communication

Beal stated that he is sitting down with Karen every Monday to go over the calendar for the week. The board is confident with the communication, stated it is a lot better then past years. The board commented that they receive regular emails keeping them up to date. Ryckman stated that he likes the Superintendent update, he appreciates reading that.

#### Interim Superintendent's Evaluation

Ryckman believes that the board should agree to a common score for each category before moving on.

The board discussed the evaluation of Mr. Beal as the Interim Superintendent. Palmer stated that finance needs to be added to the evaluation since that is very big part of this position.

#### Administration

A common score of 4.

McNerney stated that he is on the school improvement team and was last year. McNerney can honestly say that in the two or three meetings last year nothing happened. This year it is totally different, programs are being implemented.

#### Leadership

A Common score of 4

Beal stated that if the board is happy with him he plans on staying until his kids graduate from school. Freeman stated that loyalty to him is that while Beal is here that he does everything for Vestaburg. Delegation – Ryckman believes that issues need to be taken care of with maintenance.

#### Articulation

A Common score of 5 – Articulates very well with staff/board.

A Common score of 3/4 - Needs improvement on others getting involved with liaisons.

#### Business Management

A Common score of 4/5 on taking care of the budget. The overall feeling is that budget is Beal's strong point.

Board believes short term has done very well. He has not been here long enough for long term goals.

#### Planning

A Common score of 4/5

Palmer gave a 5 because when he has made cuts, Beal has done that across the board.

McNerney stated that being on the school improvement team he believes that Beal has shown big improvement.

McNerney stated that Beal has identified areas that need improvement and McNerney believes that he did that with the custodial staff.

#### Miscellaneous

Common score 4

Board believes Beal responds to their questions.

#### Data

No Data was discussed.

#### Items for Discussion Continued

##### Direction for Vestaburg Community School 2010-2013

Beal stated that he would like to see our schools thrive compared to the national scores. Beal would like to see growth in our academics. Beal will continue to work on the budget. Beal stated he would like the state to put a cap on the insurance. Beal's goal is to see academic excellence. Beal stated that they are working on matching personal with needs.

##### What does the Board want from their Superintendent

Ryckman stated for score to exceed you are going to have to hold accountability. Ryckman stated Beal needs to take care of the tenure problem.

##### Superintendent's Contract

Beal is asking the board for a two-year contract. Beal will not ask for more money. Freeman stated are we giving Beal the 4000.00 that the board agreed to if Mr. Beal met the goals of the board. This would still make his salary less then the previous superintendent.

McNerney questioned the 4000.00. McNerney does not disagree with the worthiness. McNerney stated this is a hard time right now; the board has made hard cuts, people out of jobs completely. McNerney stated we are asking people to make sacrifices across the board.

Peglow understands where Tom is coming from but if someone is educated and has done the job that the board asked him to do. The board needs to stand by the agreement made last year.

#### Items for Action

Motion by Ryckman, support by Keyes to approve the Superintendent evaluation.

Motion CARRIED 7-0

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Motion by Freeman, support by Ryckman to approve Jeff Beal as the Superintendent until June 30, 2013 at 89,000 both years.

Roll call: Freeman – yes, Keyes – yes, McNERney – yes, Palmer – yes, Peglow – yes, Ryckman – yes, Van Sickler - yes

Motion CARRIED 7-0

Works in Progress: none

Recognition of Guests: none

Items for next Board Meeting March 14, 2011

Administration Contract renewal for 2 years

Van Sickler thanked all of the board for their work and comments tonight. Everyone worked well. Ryckman appreciated the team work. Beal appreciated the comments and feed back. Beal stated this gives him room to grow.

Motion by McNERney, support by Freeman to adjourn at 8:28 p.m.

Karen S. Grover  
Recording Secretary