

**SCHOOL DISTRICT OF THE CITY OF ROYAL OAK
1123 Lexington Boulevard
BOARD OF EDUCATION
MINUTES OF THE
DISCUSSION MEETING**

**MARCH 11, 2010
6:00 P.M.**

PRESENT: President, Michael Hartman; Vice-President, Gary Briggs; Secretary, Marty Cardamone; Treasurer, Deborah Anderson; Trustee, Lisa Bradford; Trustee, Carrie Beerer; and Trustee Jeff Brinker

ALSO PRESENT: Superintendent, Thomas Moline; Executive Director Business and Technology Services, G. Anders Linell; Executive Director Business and Personnel Services, John Schwartz; Executive Director Student Services, Carol Hansen; Executive Director Administrative Services, Cheryl Goodgine; and visitors

ABSENT:

Mr. Hartman called the meeting to order at 6:01 p.m.

1. Replacement of Teachers Retiring

An analysis of the number of teachers retiring was presented by Cheryl Goodgine and John Schwartz as they explained the results of this year's Early Notification Incentive.

Notice of thirty-four teacher's retirements were received as a result of this year's Early Notification Incentive (ENI). The ENI provides timely information for staffing and budget planning, and also reduces the number of layoffs. Most of these teachers are at the top of the scale with Masters. Approximately seven positions will not be replaced. Teachers who will be returning from leave, and ARRA positions will be returning to positions. Certifications will not necessarily match up to some retiring teachers.

Layoffs will still take place at the end of the year. However less layoffs will result in less unemployment costs to the district. Approximately twenty fewer layoffs will take place as a result of the ENI.

Savings in wages is approximately \$1.2 million, and including savings in FICA and retirement costs and savings in unemployment costs all result to about \$1.8 million. Payment for ENI in the 2009-10 school year and sick bank payout for those retiring teachers who were eligible prior to 1992 will be addressed in the 2009-10 budget.

The net budgetary savings for 2010-11 is about \$1.2 million.

2. Status of Academic Eligibility for Extra Curricular Activities

Mr. Greening addressed questions regarding the new policy for academic eligibility for extra curricular activities. Approximately twenty-four students have been declared ineligible for extracurricular activities under the new academic eligibility policy. Students in the second semester who fail a class can take summer school and pass a class to be eligible. However, there are less options for students who fail a class in the first semester.

The Policy Committee will be meeting in the next few weeks to address this issue.

The meeting was adjourned at 6:51 p.m.

Respectfully submitted,

Marty Cardamone
Secretary, Board of Education