

**Marquette Area Public Schools  
BOARD OF EDUCATION  
1201 W. Fair Avenue  
Marquette, MI 49855  
Telephone 906-225-4200  
WEBSITE www.mapsnet.org**

**Regular Meeting / Public Hearing on 2008-09 Budget  
Monday, June 23, 2008, 6:00 p.m.  
Marquette Senior High School Little Theatre  
1203 West Fair Avenue**

**MINUTES**

- **Call to Order**

A Public Hearing on the 2008-09 Budget and Regular Meeting of the Marquette Area Public Schools Board of Education was held Monday, June 23, in the Little Theatre of the Marquette Senior High School. The meeting was called to order by Board President **Alan Hawker** at 6:00 p.m.

- **Roll Call**

**Members Present**

Alan Hawker	President
Kellie Holmstrom, DVM	Vice President (arrived at 6:08 p.m.)
Scott Brogan	Secretary-Treasurer
Norman Gruber	Trustee
Laura Songer	Trustee
Tony Retaskie	Trustee
Mark Smith	Trustee

**Central Administration Present**

Jon Hartwig	Superintendent
Deborah Veiht	Assistant Superintendent
Tim Yeadon	Assistant Superintendent for Finance
Sharon Thum	Human Resources Manager
Jackie Winkowski	Administrative Assistant/Recording Secretary

**Others Present**

Parents, Marquette Township officials, and other citizens; district employees; Superior Productions videographer; news media representatives (about 40 people in total)

- **Approve Agenda**

**A motion was made by Scott Brogan and seconded by Mark Smith to approve the agenda with the following changes:**

- Under item 9, Personnel Issues, add as sub-point B: "June 17 Ad Hoc Committee Report";
- Under Finance issues, eliminate the following item: "Consider Recommendation Regarding Kaufman Restroom Project";
- Add, as New Business item 12B, "Testing Out Rescheduling Request."

**Motion carried, 6-0.**

- **Approve Minutes of the June 9 Regular Board Meeting**

A motion was made by Scott Brogan and seconded by Tony Retaskie to approve the June 9 Regular Meeting Minutes as presented. Motion carried, 6-0.

- **Public Hearing on 2008-09 Budget**

Kellie Holmstrom arrived during this item, at 6:08 p.m.

**Presentation of Proposed 2008-09 Budget – Assistant Superintendent for Finance**

**Tim Yeadon** presented the proposed 2008-09 Budget, detailed in the document entitled “Marquette Area Public Schools 2008-09 Budget – Board Hearing and Adoption – June 23, 2008.”

- **Comments from the Public on 2008-09 Budget** – Following presentation of the 2008-09 Budget, **Board President Alan Hawker** invited public comment on the proposed 2008-09 Budget.

**Name / Topic**

**Ernie Johnson**, Marquette Twp. resident and Twp. Board member – The Board should be aggressive about learning why MAPS is losing students to nonpublic, charter, and home schools and make efforts to regain them.

With no further public comment, **Mr. Hawker** announced closure of the Budget Hearing.

- **Consider Adoption of 2008-09 Budget Resolution**

A motion was made by Scott Brogan and seconded by Tony Retaskie to adopt the Resolution for Adoption of the 2008-09 Budget (copy attached) as presented. Following discussion, the motion carried, 7-0.

- **Superintendent’s Report**

**Superintendent Jon Hartwig:**

- Expressed appreciation to the Board for supporting the 2008-09 Budget.
- Expressed appreciation for Mr. Johnson’s comments on enrollment, an important issue.
- Reported that the Administration has responded to a letter from Robert Mahin, who addressed the Board at the May 28 Board meeting. Board members received a copy of the response.
- Issued a reminder about the June 25, 6:30 p.m. Bothwell Principal finalists’ public forum at BMS, open to the public. Mr. Hartwig advised that candidates’ names are not being released at this time; the finalists will be introduced at the forum.
- Expressed appreciation to all MAPS employees for making 2007-08 a successful school year.

- **Comments from the Public (agenda items only)**

**Name / Topic**

**Ray Adamini**, Marquette Twp. Supervisor – Concern about Vandeenboom being discontinued as an elementary school and about the Township’s resulting loss of identity; numerous Township residents are concerned.

**Dan Adamini**, parent and Twp. resident – Asked about other options examined; would a K-5 configuration have worked? Decision is not irreversible.

**Dennis Andrews**, parent – Concern about level of communication to parents about future of Vandenberg and about being previously advised that the school wouldn't close.

**Ann Thill**, Sandy Knoll Teacher – Support for elementary children from a family being permitted to attend the same school and for open communications with parents.

- **Personnel Issues (meeting of June 18, 2008)**

**Personnel Committee Report – Committee Chair Kellie Holmstrom** reported on June 18 Board Personnel Committee discussion items, all of which are detailed in the committee meeting minutes. The committee addressed the following issues: Bargaining Unit updates; centralized substitute calling – some school districts within MARESA decided not to move ahead in a substitute calling consortium so MAPS is moving ahead with a substitute-calling company this fall; superintendent evaluation instrument as discussed by ad hoc committee; and method of board pay. The committee also discussed and recommended whole Board action on the following items.

**Action items:**

**Consider Personnel Report – A motion was made by Kellie Holmstrom and seconded by Scott Brogan to approve the revised Personnel Report (copy attached) as presented. Following discussion, the motion carried, 7-0.**

**Consider Recommendation on Non-Union Employees' Contracts – A motion was made by Kellie Holmstrom and seconded by Scott Brogan to approve the recommendation (copy attached) on non-union employees' contracts and salaries as presented.**

During discussion, it was noted that the recommendation calls for most of the nonunion employees to receive 2% salary increases effective July 1, 2008.

**Kellie Holmstrom** mentioned that possible additional pay adjustments were addressed by the Personnel Committee and will be discussed further by the Board under the new Board governance / committee structure.

**Motion carried, 7-0.**

**Ad Hoc Committee Report – Kellie Holmstrom**, committee chair, advised that an ad hoc committee to study the Superintendent's evaluation instrument met for the second time on June 17; other members are Laura Songer and Tony Retaskie. Dr. Holmstrom reported that the committee supports including in the evaluation process goal-setting and measuring achievement of those goals. The Board Executive Committee will work with the Superintendent to establish goals, and objectives will be developed within the new Board Planning Committee. Then the Performance Committee will discuss, with the Superintendent two to three times during the year, progression toward goals. It was noted that current Board policies 1110 and 1240 will need to be adjusted to match this change in the evaluation process. There was also discussion on revising the evaluation rating system and timeline to match the State's March 1 deadline.

- **Finance Issues (meeting of June 18)**

**Finance Committee Meeting Report** – Committee Chair **Scott Brogan** reported on June 18 Board Finance Committee discussion items, all of which are detailed in the committee meeting minutes. In addition to the “Action Items” listed below, the committee addressed the following issues:

- Kaufman Auditorium bathroom renovation bids – the bids were higher than projected, and the Administration will continue to study the issue with the Kaufman Manager.
- MSHS Athletic Facility upgrade – Mr. Hartwig will meet with Booster Club and Youth Football League members to determine financial support for the project. If all parties are in agreement, this issue will be discussed at a special Board meeting.
- Updates and reports on the following: 2008-09 budget review; automated time-keeping software - \$14,599 has been budgeted for 2008-09 to implement the process; Toivo Seilo – the purchase agreement with the Medical Center has expired; K-3 classroom consolidation; and future agenda items.

**Action Items:**

**Approve Consent Agenda** – A motion was made by **Scott Brogan** and seconded by **Norm Gruber** to approve the Consent Agenda, consisting of the following:

**Financial Reports: May 2008 Receipts and Disbursements; and  
May 2008 Financial Reports**

**Motion carried, 7-0.**

**Consider Recommendation on District Photocopier Lease Agreements** – A motion was made by **Scott Brogan** and seconded by **Laura Songer** to approve the Photocopier Lease Agreements as presented and as recommended by the Finance Committee: Sharp MX-6200N copier for \$587.78 per month for 48 months for Central Administration; and Konica Minolta Bizhub 500 copiers for \$266.58 per month for MSHS, Auxiliary Services, Bothwell, and Graveraet for 48 months. Following discussion, the motion carried, 7-0.

**Consider Recommendation on Milk, Bread, and Pizza Bids for 2008-09** – A motion was made by **Scott Brogan** and seconded by **Norm Gruber** to award bids for 2008-09 as recommended by the Finance Committee, as follows:

**Bread products:** Sara Lee Bakery Group, the only bidder (see attached);

**Milk:** Jilbert Dairy, Inc., the only bidder – 2% milk \$0.2098 per half pint, 1% chocolate milk \$0.2106 per half pint, skim milk \$0.19 per half pint;

**Pizza:** Domino’s Pizza (see attached detail) – \$5.89, and \$6.49 whole grain crust with low-fat cheese.

Following discussion, the motion carried, 7-0.

**Consider Recommendation to Increase Breakfast and Lunch Prices for 2008-09** – A motion was made by **Scott Brogan** and seconded by **Norm Gruber** to increase meal prices, as recommended by the Finance Committee, as follows:

- Elementary Lunch: Increase by 15 cents to \$1.75;
- Intermediate Lunch: Increase by 25 cents to \$2.00;
- HS Lunch: Increase by 20 cents to \$2.20;
- Breakfast: Increase by 25 cents to \$1.25.

**Motion carried, 7-0.**

**Consider 2007-08 Budget Amendment** – A motion was made by Scott Brogan and seconded by Norm Gruber to approve the 2007-08 Budget Amendment (copy attached) as presented and recommended by the Finance Committee. Motion carried, 7-0.

- **New Business**

**Consideration of Administrative K-3 Classroom Consolidation Recommendations** – Superintendent Hartwig presented and explained the rationale for the Administration's recommendations for K-3 Classroom Consolidation. He expressed appreciation for the public input and mentioned the Board's June 4 work session with the public and other communications regarding the recommendations.

**Recommendation 1**

The Administration is recommending that beginning September, 2009, Vandenboom Elementary will no longer house K-3 students. Youngsters attending Vandenboom Elementary would be reassigned to Sandy Knoll Elementary and Superior Hills Elementary beginning with the 2009-2010 school year, thus reducing the number of K-3 programs from four to three. This classroom consolidation measure will provide for more efficient education of Marquette Area Public Schools' youngest students while maintaining outstanding support of all early elementary programs.

**Recommendation 2**

The Administration is recommending that educational uses other than traditional K-3 classroom programming be developed and placed within Vandenboom School beginning with the 2009-2010 school year, allowing the building to remain part of the district's infrastructure.

**Recommendation 3**

The Administration recommends appointment of a building leadership team comprised of one Principal and one Assistant Principal to oversee both Cherry Creek Elementary and Vandenboom Elementary for the 2008-2009 school year.

**Discussion:**

Mr. Hartwig's presentation was followed by lengthy discussion / questions / answers. Board members expressed appreciation for the public input and regret about loss of student enrollment and ongoing financial difficulties. Marquette Township's input provided through a survey of their residents was cited and discussed.

Most Board members expressed support for the Administration's recommendations. Members' comments / questions included the following.

- The recommendation allows for retaining the building and property for future use as needed and as determined by the Board.
- The recommended change would affect a fewer number of students than would alternatives.
- Although Vandenboom is located in the Township, it isn't necessarily a "neighborhood school" for Township residents living south of the US41-M28 Highway; Superior Hills is closer and / or more easily accessible to many families.
- Questions on what other options were examined.
- Questions regarding potential building tenants and uses.

**Scott Brogan:**

- Shared concerns about the recommendations in that if adopted, Vandenboom will no longer house a K-3 neighborhood school and students must be bused from that area to other K-3 schools.
- Expressed concern about the K-3 / 4-5 configuration implemented in 2002 and support for considering movement back to K-5, which could be housed in the four current K-3 buildings. This would result in cost savings.
- Suggested consideration of other uses for Graveraet, including possibilities suggested for Vandenboom in the Administration's proposal and possibly housing Central Administration; that would open up the Administration area to potentially house Alternative Education.

**Al Hawker** stated Mr. Brogan has raised some good points and advised that through strategic planning grade configuration could be examined.

**A motion was made by Mark Smith and seconded by Tony Retaskie to consider all three recommendations at once. Motion carried with six yes votes and one no vote cast by Scott Brogan.**

**A motion was made by Mark Smith and seconded by Tony Retaskie to adopt the Administration's Recommendations, numbers 1, 2, and 3 [refer to page 5], as presented. Motion carried with six yes votes and one no vote cast by Scott Brogan.**

- **MSHS Testing Out Rescheduling Request**

**Superintendent Hartwig** reported that some MAPS students missed the publicized deadline of April 15 for "Testing Out." It was reported that the issue will be discussed by the Board Curriculum Committee at their June 26 meeting.

- **First Reading of Revisions to Board Policies 1110 and 1240**

Proposed revisions to Board policies 1110, Assessment of District Goals, and 1240, Evaluation of the Superintendent (copies attached), were reviewed. **Dr. Holmstrom** pointed out that policy 1240 also mentions Board effectiveness and that further revisions might be in order. It was suggested that perhaps Board self-evaluation should be addressed in a separate policy. There was consensus to refer this item to the Board Planning Committee.

- **Comments from the Public (general)**

**Name / Topic**

**Melissa Andrews**, parent – Asked that parents be kept involved and informed regarding the school their children will attend; also concern about class size.

- **Board Member Comments**

**Board Members' comments covered the following topics:**

- Importance of keeping parents informed.
- Board's discussion / debate this evening about administrative recommendations; it was not a "done deal."
- Decision regarding Vandenboom allows for change in the future, if necessary; MAPS will still own the building and land.
- Regret that the decision involving Vandenboom programming was necessary; this was the fourth major decision in the past decade involving a building.

- MAPS' current grade configuration: under it, MAPS students have continued to receive a great education.
- Appreciation for Superintendent's openness to questions this evening.
- Appreciation to Mr. Yeadon for his work on and presentation of the budget.
- Michigan is losing students because there has been a decline in the birth rate statewide.
- Even this (Vandenboom) change does not begin to address the projected budget deficit.
- Asked that the public be patient and to continue to provide Board members with opinions.

• **Board President's Comments**

**Al Hawker** announced that the Board Executive Committee, comprised of himself and Board Officers Kellie Holmstrom and Scott Brogan, will meet at 11:30 a.m. on Thursday, June 26, to discuss the new Board Governance model, on which the Board previously concurred would take effect this July. The two new committees, which will replace the existing Board Standing Committees, are as follows:

- Planning Committee** – Chairperson Kellie Holmstrom, Mark Smith, and Norm Gruber.
- Performance Committee** – Chairperson Scott Brogan, Tony Retaskie, and Laura Songer.

**Mr. Hawker** also advised that the next Regular Board meeting will take place Monday, July 21, 6:00 p.m., MSHS Little Theatre.

• **Announcements and Other Meetings:**

Board K-12 Extracurricular Committee Mtg.	Central Office Board Room	June 25	8:00 a.m.
BMS Principal Public Forum	Bothwell Middle School Cafeteria	June 25	6:30 p.m.
Board Executive Committee Meeting	Central Office Board room	June 26	11:30 a.m.
Board Curriculum Committee (rescheduled)	Central Office Board Room	June 26	4:15 p.m.
Board of Education Meeting, Regular	MSHS Little Theatre	July 21	6:00 p.m.

*NOTE:  
All regular MAPS Board meetings currently have delayed telecasts on Charter Communications Channel 8*

• **Adjourn**

**A motion was made by Kellie Holmstrom and seconded by Tony Retaskie to adjourn the meeting. Motion carried, 7-0. Adjourned at 8:23 p.m.**

Alan Hawker President	Scott Brogan Secretary/Treasurer	Jackie Winkowski, Admin. Assistant / Recording Secretary
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Attachments:

- 2008-09 Budget Resolution
- Personnel Report
- Non-Union Contracts / Salaries
- Bread and Pizza Bid Details
- 2007-08 Budget Amendment
- Board Policies 1110 and 1240

# **Budget Resolution**

**RESOLUTION FOR ADOPTION BY THE BOARD OF EDUCATION  
OF MARQUETTE AREA PUBLIC SCHOOLS**

RESOLVED, that this resolution shall be the general appropriations of Marquette Area Public Schools for the fiscal year 2008-2009: A resolution to make appropriations; to provide the expenditure of the appropriations; and to provide for the disposition of all income received by Marquette Area Public Schools.

BE IT FURTHER RESOLVED, that the total revenues and unappropriated fund balance estimated to be available for appropriations in the GENERAL FUND of the Marquette Area Public Schools for fiscal year 2008-2009 is as follows:

REVENUE:			
	Local	\$	7,843,452
	State	\$	17,208,097
	Federal	\$	1,010,736
	Incoming Transfers & Other Transactions	\$	<u>1,371,525</u>
	Total Revenue	\$	27,433,810
Estimated Fund Balance, July 1, 2008	\$	2,189,630	
Use of Contingency Fund	\$	<u>1,155,621</u>	
Fund Balance Available to Appropriate	\$	<u>3,345,251</u>	
<b>TOT. AVAIL. TO APPROPRIATE - GENERAL FUND</b>	<b>\$</b>	<b>30,779,061</b>	

BE IT FURTHER RESOLVED, that \$ 30,689,011 of the total available to appropriate in the GENERAL FUND is hereby appropriated in the amounts and for the purposes set forth below:

EXPENDITURES:			
	Instruction:		
	Basic Programs	\$	14,433,922
	Added Needs	\$	4,013,371
	Adult and Continuing	\$	8,511
	Supporting Services:		
	Pupil Services	\$	2,364,535
	Instructional Staff	\$	1,113,020
	General Administration	\$	661,846
	School Administration	\$	1,650,672
	Fiscal	\$	324,716
	Operation & Maintenance	\$	2,810,126
	Transportation	\$	1,403,380
	Central	\$	859,160
	Other	\$	100,228
	Community Services	\$	115,777
	Civic Activities	\$	95,200
	Non-Public Schools Pupils	\$	15,506
	Payments to Other Gov't. Units	\$	80,025
	Facilities Acquisition	\$	350,000
	Other Financing Uses - Fund Modifications	\$	<u>379,066</u>
<b>TOTAL APPROPRIATED - GENERAL FUND</b>	<b>\$</b>	<b>30,779,061</b>	

**RESOLUTION FOR ADOPTION BY THE BOARD OF EDUCATION  
OF MARQUETTE AREA PUBLIC SCHOOLS**

BE IT FURTHER RESOLVED, that the total revenues and unappropriated fund balance estimated to be available for appropriations in the GENERAL CONTINGENCY FUND of the Marquette Area Public Schools for fiscal year 2008-2009 is as follows:

REVENUE:		
Fund Modifications - Transfers in	\$	<u>          -</u>
Total Revenue	\$	-
Estimated Fund Balance, July 1, 2008	\$	3,000,000
Use of Contingency for General Fund	\$	<u>(1,155,621)</u>
Fund Balance Available to Appropriate	\$	<u>1,844,379</u>
<b>TOT. AVAIL. TO APPROPRIATE - GENERAL CONTINGENCY FUND</b>	<b>\$</b>	<b>1,844,379</b>

BE IT FURTHER RESOLVED, that \$ - of the total available to appropriate in the GENERAL CONTINGENCY FUND is hereby appropriated in the amounts and for the purposes set forth below:

EXPENDITURES:		
Other Financing Uses - Fund Modifications	\$	<u>          -</u>
<b>TOTAL APPROPRIATED - GENERAL CONTINGENCY FUND</b>	<b>\$</b>	<b>-</b>

BE IT FURTHER RESOLVED, that the total revenues and unappropriated fund balance estimated to be available for appropriations in the ATHLETIC FUND of the Marquette Area Public Schools for fiscal year 2008-2009 is as follows:

REVENUE:		
Local	\$	208,460
Fund Modifications - Transfers in	\$	<u>345,866</u>
Total Revenue	\$	554,326
Estimated Fund Balance, July 1, 2008	\$	<u>          -</u>
<b>TOT. AVAIL. TO APPROPRIATE - ATHLETIC FUND</b>	<b>\$</b>	<b>554,326</b>

BE IT FURTHER RESOLVED, that \$ 554,326 of the total available to appropriate in the ATHLETIC FUND is hereby appropriated in the amounts and for the purposes set forth below:

EXPENDITURES:		
Other Support Services - Athletic Activities	\$	<u>554,326</u>
<b>TOTAL APPROPRIATED - ATHLETIC FUND</b>	<b>\$</b>	<b>554,326</b>

**RESOLUTION FOR ADOPTION BY THE BOARD OF EDUCATION  
OF MARQUETTE AREA PUBLIC SCHOOLS**

BE IT FURTHER RESOLVED, that the total revenues and unappropriated fund balance estimated to be available for appropriations in the FOOD SERVICES FUND of the Marquette Area Public Schools for fiscal year 2008-2009 is as follows:

REVENUE:			
Local	\$	516,500	
State	\$	54,000	
Federal	\$	<u>344,000</u>	
Total Revenue		\$	914,500
Estimated Fund Balance, July 1, 2008		\$	<u>246,158</u>
<b>TOT. AVAIL. TO APPROPRIATE - FOOD SERVICE FUND</b>		<b>\$</b>	<b>1,160,658</b>

BE IT FURTHER RESOLVED, that \$ 860,268 of the total available to appropriate in the FOOD SERVICES FUND is hereby appropriated in the amounts and for the purposes set forth below:

EXPENDITURES:			
Other Support Services - Food Services	\$	<u>865,268</u>	
<b>TOTAL APPROPRIATED - FOOD SERVICE FUND</b>		<b>\$</b>	<b>865,268</b>

BE IT FURTHER RESOLVED, that the total revenues and unappropriated fund balance estimated to be available for appropriations in the DEBT RETIREMENT FUND of the Marquette Area Public Schools for fiscal year 2008-2009 is as follows:

REVENUE:			
Local	\$	1,130,939	
State	\$	<u>41,325</u>	
Total Revenue		\$	1,172,264
Estimated Fund Balance, July 1, 2008		\$	<u>329,952</u>
<b>TOT. AVAIL. TO APPROPRIATE - DEBT FUND</b>		<b>\$</b>	<b>1,502,216</b>

BE IT FURTHER RESOLVED, that \$ 1,223,169 of the total available to appropriate in the DEBT RETIREMENT FUND is hereby appropriated in the amounts and for the purposes set forth below:

EXPENDITURES:			
Other Financing Uses - Debt Service	\$	<u>1,223,169</u>	
<b>TOTAL APPROPRIATED - DEBT FUND</b>		<b>\$</b>	<b>1,223,169</b>

**RESOLUTION FOR ADOPTION BY THE BOARD OF EDUCATION  
OF MARQUETTE AREA PUBLIC SCHOOLS**

BE IT FURTHER RESOLVED, that the total revenues and unappropriated fund balance estimated to be available for appropriations in the CAPITAL PROJECTS FUND of the Marquette Area Public Schools for fiscal year 2008-2009 is as follows:

REVENUE:		
Local	\$	175,000
Fund Modifications - Transfers in	\$	<u>33,200</u>
Total Revenue	\$	208,200
Estimated Fund Balance, July 1, 2008	\$	<u>3,937,239</u>
<b>TOT. AVAIL. TO APPROPRIATE - CAPITAL PROJECTS FUND</b>	<b>\$</b>	<b>4,145,439</b>

BE IT FURTHER RESOLVED, that \$ 937,652 of the total available to appropriate in the CAPITAL PROJECTS FUND is hereby appropriated in the amounts and for the purposes set forth below:

EXPENDITURES:		
Facilities Acquisition	\$	<u>937,652</u>
<b>TOTAL APPROPRIATED - CAPITAL PROJECTS FUND</b>	<b>\$</b>	<b>937,652</b>

BE IT FURTHER RESOLVED, that the total revenues and unappropriated fund balance estimated to be available for appropriations in the EXPENDABLE TRUST FUND of the Marquette Area Public Schools for fiscal year 2008-2009 is as follows:

REVENUE:		
Local	\$	<u>109,000</u>
Total Revenue	\$	109,000
Estimated Fund Balance, July 1, 2008	\$	<u>313,107</u>
<b>TOT. AVAIL. TO APPROPRIATE - EXPENDABLE TRUST FUND</b>	<b>\$</b>	<b>422,107</b>

BE IT FURTHER RESOLVED, that \$ 100,000 of the total available to appropriate in the EXPENDABLE TRUST FUND is hereby appropriated in the amounts and for the purposes set forth below:

EXPENDITURES:		
Other Support Services - Endowment Activities	\$	<u>100,000</u>
<b>TOTAL APPROPRIATED - EXPENDABLE TRUST FUND</b>	<b>\$</b>	<b>100,000</b>

**RESOLUTION FOR ADOPTION BY THE BOARD OF EDUCATION  
OF MARQUETTE AREA PUBLIC SCHOOLS**

BE IT FURTHER RESOLVED, that the total revenues and unappropriated fund balance estimated to be available for appropriations in the INTERNAL SERVICE FUND of the Marquette Area Public Schools for fiscal year 2008-2009 is as follows:

REVENUE:		
	Local	\$ <u>150,000</u>
	Total Revenue	\$ 150,000
Estimated Fund Balance, July 1, 2008		\$ <u>-</u>
<b>TOT. AVAIL. TO APPROPRIATE - INTERNAL SERVICE FUND</b>		<b>\$ 150,000</b>

BE IT FURTHER RESOLVED, that \$ 150,000 of the total available to appropriate in the INTERNAL SERVICE FUND is hereby appropriated in the amounts and for the purposes set forth below:

EXPENDITURES:		
	Other Business Services - Employee Benefits	\$ <u>150,000</u>
<b>TOTAL APPROPRIATED - INTERNAL SERVICE FUND</b>		<b>\$ 150,000</b>

FURTHER RESOLVED, that no Board of Education member or employee of the school district shall expend any funds or obligate the expenditure of any funds except pursuant to appropriations made by the Board of Education and in keeping with the budgetary policy statement hitherto adopted by the Board. Changes in the amount appropriated by the board shall require approval by the Board.

BE IT FURTHER RESOLVED, that the Superintendent is hereby charged with general supervision of the execution of the budgets adopted by the Board and shall hold the department heads responsible for performance of their responsibilities within the amount appropriated by the Board of Education and in keeping with budgetary statement hitherto adopted by the Board

This appropriation resolution is to take effect on July 1, 2008.

  
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Scott Brogan, Secretary Treasurer

## MEMORANDUM

TO: Jon Hartwig  
FROM: Sharon Thum  
DATE: June 23, 2008  
RE: Personnel Report for the June 23, 2008 Regular Board Meeting

REVISED

The following personnel changes are to be reported to the Board of Education at its regular June 23, 2008 meeting. These recommendations are contingent upon the successful completion and return of all necessary employment paperwork including the criminal records check and fingerprints.

### RETIREMENT

**Jan Greenleaf** has submitted a letter indicating her intent to retire from the position of full time Instructional Program Aide effective June 10, 2008. Mrs. Greenleaf has served MAPS since 1991.

**Jane Phillips** has submitted a letter indicating her intent to retire from the position of full time Instructional Program Aide effective June 10, 2008. Mrs. Phillips has served MAPS since 1991.

**Anne Rieboldt** has submitted a letter indicating her intent to retire from the position of full time Instructional program Aide effective July 1, 2008. Mrs. Rieboldt has served MAPS since 1991.

### RESIGNATION

**Adam Janquart** has submitted a letter of resignation from the position of part time Physical Education Teacher at Superior Hills Elementary School effective the end of the 2007-08 school year. Mr. Janquart has served MAPS since 2007 and has accepted a full time teaching position in Wisconsin.

**Lisa Place** has submitted a letter of resignation from the position of part time Alternative Education Secretary effective June 23, 2008. Mrs. Place has served MAPS since 2007 and has secured a full time position with Marquette County.

**Brian Scheiwe** has submitted a letter of resignation from the position of part time Instructional Program Aide effective the end of the 2007-08 school year. Mr. Scheiwe has served MAPS since September 2007. He is moving from the area.

**Melissa Wernholm** has submitted a letter of resignation from the position of High School Special Education Teacher effective the end of the 2007-08 school year. Mrs. Wernholm has served MAPS in this position since 2007.

### RESIGNATION – EXTRA DUTY

**John Tiziani** has submitted a letter of resignation from the position of Varsity Boys Basketball Coach effective immediately.

### APPOINTMENT

**Zach Sedgwick** has been recommended as a full time **Math Teacher**, posting #1985, MSHS, effective August 27, 2008. Mr. Sedgwick received a Bachelor's Degree from NMU and has previous experience working as a math teacher at MSHS for one semester, one year in North Carolina, and two years at Cedarville, MI. This position is vacant due to Steve Hampton's transfer.

**John King** has been recommended as a full time **Industrial Education Teacher**, posting #1986, MSHS, effective August 27, 2008. Mr. King received a Bachelor's Degree from NMU and has four years teaching experience in Utica Community Schools. This position is vacant due to the resignation of Cale Polkinghorne.

**Mary Moore** has been recommended as the **Principal's Secretary**, posting #1988, SH, effective on or before August 19, 2008. Mrs. Moore currently serves MAPS as the high school Guidance Secretary. This position is vacant due to the retirement of Stephanie Nelson.

**Ken Peterson** has been recommended as the **Head Custodian**, posting #1989, VA, effective July 1, 2008 for one year only. Mr. Peterson currently serves as the Head Custodian at the high school. This position is vacant due to the retirement of Leo smith.

**Blythe Raikko** has been recommended as the part time **.67 FTE Learning Center Teacher**, posting #1996, MSHS, effective August 27, 2008. Mrs. Raikko was displaced from a full time position as Social Studies / Learning Center Teacher in 07-08.

**Mindy Longton** has been recommended as the **.50 FTE Kindergarten Teacher**, posting #1990, SH, effective August 27, 2008. Mrs. Longton currently serves as the Kindergarten Teacher at VA. This position is vacant due to the movement of Chris Bielinski.

**Jennifer Erickson** has been recommended as a full time **Social Studies / Science Teacher**, posting #1994, BMS, effective August 27, 2008. Ms. Erickson currently serves MAPS as a part time Physical Education Teacher at VA.

#### **APPOINTMENT – SUMMER SCHOOL**

The following people are recommended for the **Title I Summer School Program**:

**Director: Tanya Sprowl**

**Teachers: Jennifer Erickson, Alicia Hampton, Michelle Bradley, Kris Hartwig, Amanda Swanson**

**Aides: Ceora Hull, Kathleen Lane**

The following people are recommended for the **SMI/SXI Special Education Summer School Program**:

**Teachers: Nancy Brainerd, Chris Vicenzi**

**Aides: Michael Davis, Wayne Weidlich, Laurel Johnston, ~~Patty French~~, Brooke**

**Kleinschmidt, Mary Stimac, Michael Scheiwe, Kevin Tousignant, Kim Deyo, Julie Herrala**

**Transportation Aide: Barbara Miller**

#### **LAYOFF**

**Margaret Fierstine** has been recommended for layoff from the position of full time English Teacher at MSHS effective August 27, 2008.

#### **LEAVE**

In accordance with the FMLA, **Terri Balzarini**, HS Math/Science Teacher, has requested a medical maternity leave from approximately August 27, 2008 for six weeks or until her physician releases her to return to work. In addition, she requests an additional six weeks (twelve weeks total) of unpaid Child Care Leave in accordance with the FMLA and the MAEA Master Agreement.

**LEAVE CONTINUED**

**M. Kathy Johnson**, part time SK Speech Therapist, has submitted a letter requesting a medical leave of absence for the fall semester of the 2008-09 school year.

**Janice Flath**, Technology Secretary, has submitted a physician statement indicating that she will require a medical leave of absence from June 25, 2008 for approximately four to six weeks, in accordance with the FMLA.

c: M. Edgell, M. Carne, B. Jacobson, R. Plourde, J. Flath, J. Winkowski

# MARQUETTE AREA PUBLIC SCHOOLS

HUMAN RESOURCES DEPARTMENT

1201 WEST FAIR AVE.

MARQUETTE, MI 49855

PHONE (906) 225-5410

FAX (906) 225-5336

WEBSITE [www.mapsnet.org](http://www.mapsnet.org)

Sharon R. Thum, PHR, Human Resources Manager

Michelle Carne, MPA, Human Resources Specialist

## NON UNION CONTRACT SUMMARY

### Salary Provisions:

<u>Administrators</u>	<u>Title</u>	<u>Term</u>	<u>Percent Increase</u>	<u>08-09 Salary</u>
Jon Hartwig	Superintendent	3 year rolling	2 %	\$118,917
Deborah Veiht	Assistant Superintendent	2 year rolling	MABA rate +2%	\$102,601
Tim Yeadon	Assistant Superintendent	2 year rolling	MABA rate +2%	\$102,601
John Kurkowski	Director of Auxiliary Services	2 year	2 %	\$73,978
Craig Lindstrom	Manager of Technology	2 year	2 %	\$59,732
Mark Mattson	Athletic Director	2 year	2 %	\$73,635
Sharon Thum	Human Resources Manager	2 year	2%	\$69,617
Valerie Valima	Supv. / Coord. of Special Ed	2 year	2 %	\$89,748

### Administrative Support

Daniel Ball	Network and Systems Technician	1 year	2 %	\$35,093
Julie Binkley	Secretary to the Asst. Superintendent	1 year	2 %	\$31,134
Fran Darling	Supv. of Technology Integration	1 year	2 %	\$48,344
Linda Hopper	Secretary to High School Principal	1 year	2 %	\$33,332
Bonnie Jacobson	Accountant	2 year	2 %	\$55,618
Dianne Linn	Student Database / ACE Director	2 year	2 %	\$48,717
Jackie Winkowski	Adm. Asst. Superintendent / Board	2 year	2 %	\$51,042
Michelle Carne	Human Resources Specialist (adjustment plan)	2 year	9.58%	\$45,696
Peggy Mullen	Food Service Manager (195 Days) Grant 3 Personal Business Days	2 year	2%	\$38,352

MARQUETTE AREA PUBLIC SCHOOLS  
1201 WEST FAIR AVENUE  
MARQUETTE, MICHIGAN 49855  
TELEPHONE (906) 225-4400  
FAX (906) 225-5340  
WEBSITE www.mapsnet.org

Jon Hartwig, Superintendent  
Deborah L. Veiht, Assistant Superintendent

Tim Yeadon, Assistant Superintendent for Finance

TO: Tim Yeadon  
FROM: Peggy Mullen, Food Service Manager  
DATE: June 6, 2008  
RE: Milk, Bread and Pizza Bids

The following bids were received June 6, 2008, for milk, bread and pizza for the 2008-2009 school year. Copies of the bids are enclosed.

Sara Lee Bakery – only bid received, pricing increased 10% - 30% on selected items

Jilberts Dairy – only bid received, slight price increase of less than .01 per carton

Little Caesar's Pizza - \$5.49, increase of .50 per pizza

07 -08 \$4.99

Domino's Pizza - \$5.89

\$6.49 – whole grain crust, low fat cheese

It is my recommendation to accept the bids from Sara Lee and Jilberts.  
It is my recommendation to accept the \$5.89 pizza bid from Domino's. We have had inconsistent and poor quality pizzas from Little Caesar's in the last 3 years that they have been awarded the bid.

# BID FORM

Date 5-15-08

Food Service Manager  
Marquette Area Public Schools  
1203 West Fair Avenue  
Marquette, MI 49855

Dear Sir:

I have familiarized myself with the details outlined in the specifications for bread products and hereby submit the following quotation:

All bread and buns will be delivered to the Marquette Senior High School on days and at times specified by them.

07-08

801 3 1/2" Hamburger Buns	\$ <u>1.61</u> each	
813 6" Hotdog Buns	\$ <u>1.07</u> each	
5507 Dinner Rolls, 1 oz.	\$ <u>1.42</u> per dozen	1.15
5516 Dinner Rolls, Wheat, 1 oz.	\$ <u>1.75</u> per dozen	
790 1 1/2 lb Wheat Bread	\$ <u>1.31</u> each	1.19
5304 Whole Grain White Burger	\$ <u>1.33</u> each	1.19
5303 Whole Grain White Coney	\$ <u>1.33</u> each	1.19
5487 Whole Grain Wheat Bread	\$ <u>1.62</u> each	

In submitting this bid, it is understood that the right to reject any and all bids has been reserved and that this bid may not be withdrawn for a period of thirty (30) days from the opening thereof.

FIRM Sara Lee Bakery Group  
ADDRESS: 415 S. Mill St. Marquette, MI 49857  
SIGNED Mark Richards  
TITLE Zone Vice President  
TELEPHONE 218-736-7571 Ext 15 or 40

## 2007-08 Budget Amendment in Adoption Format

June 23, 2008

	2006-07 <u>Actual</u>	2007-08 Budget As Adopted <u>June 2007</u>	2007-08 Budget As Amended <u>December 2007</u>	2007-08 Budget As Amended <u>April 2008</u>	2007-08 Budget As Amended <u>June 2008</u>
<b><u>General Fund (Funds 10 -15)</u></b>					
Assets	6,433,107	4,625,684	4,722,933	5,004,477	5,089,630
Liabilities	3,024,988	2,900,000	2,900,000	2,900,000	2,900,000
Fund Balance	3,408,119	1,725,684	1,822,933	2,104,477	2,189,630
<b>Revenues</b>					
Local	8,263,843	8,227,608	8,699,515	8,696,680	8,633,213
State	18,787,978	17,361,549	17,295,411	17,284,233	17,346,641
Federal	777,420	710,118	1,010,736	1,010,736	770,385
Incoming Transfers & Other Transactions	<u>1,677,568</u>	<u>1,384,921</u>	<u>1,858,399</u>	<u>1,885,259</u>	<u>1,935,554</u>
Total Revenues	29,506,809	27,684,196	28,864,061	28,876,908	28,685,793
<b>Expenditures</b>					
Instruction					
Basic Programs	13,276,322	13,521,512	14,059,793	14,038,228	13,895,566
Added Needs	3,731,069	3,848,274	3,740,027	3,757,618	3,785,926
Adult & Continuing Ed	7,627	8,930	8,928	8,927	8,909
Supporting Services					
Pupil Services	2,304,439	2,279,739	2,335,283	2,285,262	2,291,726
Instructional Staff	810,827	821,783	1,198,058	1,147,403	945,947
General Administration	573,695	628,271	659,576	653,450	598,031
School Administration	1,546,647	1,540,959	1,563,833	1,590,256	1,624,312
Fiscal	285,837	288,195	303,815	315,099	322,428
Operation & Maint.	2,628,605	2,637,883	2,728,866	2,735,617	2,777,066
Transportation	1,261,006	1,260,714	1,440,746	1,302,289	1,351,397
Central	809,453	840,405	896,024	854,793	839,756
Other	96,811	93,383	93,998	98,601	105,027
Community Recreation	94,774	107,175	115,752	115,752	107,199
Civic Activities	76,700	96,700	110,700	117,200	109,306
Welfare Activities	-	1,000	-	-	-
Non-Public Schools Pupils	14,425	15,596	15,506	15,506	15,528
Payment to Other Governmental Units	80,025	80,025	80,025	80,025	93,296
Facilities Acquisition	407,348	350,000	746,316	691,316	659,654
Other Financing Uses - Fund Modifications	<u>3,756,453</u>	<u>352,001</u>	<u>352,001</u>	<u>373,208</u>	<u>373,208</u>
Total Expenditures	<u>31,762,063</u>	<u>28,772,545</u>	<u>30,449,247</u>	<u>30,180,550</u>	<u>29,904,282</u>
Excess Revenues (Expenditures)	(2,255,254)	(1,088,349)	(1,585,186)	(1,303,642)	(1,218,489)
Beginning Fund Balance (7-01)	<u>5,663,373</u>	<u>2,814,033</u>	<u>3,408,119</u>	<u>3,408,119</u>	<u>3,408,119</u>
Ending Fund Balance (6-30)	<u><u>3,408,119</u></u>	<u><u>1,725,684</u></u>	<u><u>1,822,933</u></u>	<u><u>2,104,477</u></u>	<u><u>2,189,630</u></u>

## 2007-08 Budget Amendment in Adoption Format

June 23, 2008

	<u>2006-07 Actual</u>	<u>2007-08 Budget As Adopted June 2007</u>	<u>2007-08 Budget As Amended December 2007</u>	<u>2007-08 Budget As Amended April 2008</u>	<u>2007-08 Budget As Amended June 2008</u>
<b><u>Gen'l Contingency Fund (Fund 16)</u></b>					
Assets	3,000,000	3,000,000	3,000,000	3,000,000	3,000,000
Liabilities	-	-	-	-	-
Fund Balance	3,000,000	3,000,000	3,000,000	3,000,000	3,000,000
<b>Revenues</b>					
Fund Modifications - Transfers In	-	-	-	-	-
Total Revenues	-	-	-	-	-
<b>Expenditures</b>					
Other Financing Uses - Fund Modifications	-	-	-	-	-
Total Expenditures	-	-	-	-	-
Excess Revenues (Expenditures)	-	-	-	-	-
Beginning Fund Balance (7-01)	<u>3,000,000</u>	<u>3,000,000</u>	<u>3,000,000</u>	<u>3,000,000</u>	<u>3,000,000</u>
Ending Fund Balance (6-30)	<u><u>3,000,000</u></u>	<u><u>3,000,000</u></u> *	<u><u>3,000,000</u></u>	<u><u>3,000,000</u></u>	<u><u>3,000,000</u></u>

## 2007-08 Budget Amendment in Adoption Format

June 23, 2008

	<u>2006-07 Actual</u>	<u>2007-08 Budget As Adopted June 2007</u>	<u>2007-08 Budget As Amended December 2007</u>	<u>2007-08 Budget As Amended April 2008</u>	<u>2007-08 Budget As Amended June 2008</u>
<b><u>Athletic Fund (Fund 21)</u></b>					
Assets	41,713	40,000	40,000	40,000	40,000
Liabilities	41,713	40,000	40,000	40,000	40,000
Fund Balance	-	-	-	-	-
<b>Revenues</b>					
Local	249,100	214,890	214,890	214,890	218,808
Fund Modifications - Transfers In	<u>277,259</u>	<u>318,801</u>	<u>318,801</u>	<u>340,008</u>	<u>340,008</u>
Total Revenues	526,359	533,691	533,691	554,898	558,816
<b>Expenditures</b>					
Other Support Services - Athletic Activities	<u>526,359</u>	<u>533,691</u>	<u>533,691</u>	<u>554,898</u>	<u>558,816</u>
Total Expenditures	<u>526,359</u>	<u>533,691</u>	<u>533,691</u>	<u>554,898</u>	<u>558,816</u>
Excess Revenues (Expenditures)	-	-	-	-	-
Beginning Fund Balance (7-01)	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
Ending Fund Balance (6-30)	<u><u>-</u></u>	<u><u>-</u></u>	<u><u>-</u></u>	<u><u>-</u></u>	<u><u>-</u></u>

## 2007-08 Budget Amendment in Adoption Format

June 23, 2008

	2006-07 <u>Actual</u>	2007-08 Budget As Adopted June 2007	2007-08 Budget As Amended December 2007	2007-08 Budget As Amended April 2008	2007-08 Budget As Amended June 2008
<b><u>Food Service Fund (Fund 25)</u></b>					
Assets	226,868	128,197	223,872	205,818	248,158
Liabilities	14,709	2,000	2,000	2,000	2,000
Fund Balance	212,159	126,197	221,872	203,818	246,158
<b>Revenues</b>					
Local	506,140	465,100	465,100	465,100	515,000
State	48,997	42,000	54,600	54,600	54,600
Federal	<u>325,234</u>	<u>311,000</u>	<u>328,600</u>	<u>328,600</u>	<u>349,000</u>
Total Revenues	880,371	818,100	848,300	848,300	918,600
<b>Expenditures</b>					
Other Support Services - Food Services	<u>830,744</u>	<u>820,987</u>	<u>838,587</u>	<u>856,641</u>	<u>884,601</u>
Total Expenditures	<u>830,744</u>	<u>820,987</u>	<u>838,587</u>	<u>856,641</u>	<u>884,601</u>
Excess Revenues (Expenditures)	49,627	(2,887)	9,713	(8,341)	33,999
Beginning Fund Balance (7-01)	<u>162,532</u>	<u>129,084</u>	<u>212,159</u>	<u>212,159</u>	<u>212,159</u>
Ending Fund Balance (6-30)	<u><u>212,159</u></u>	<u><u>126,197</u></u>	<u><u>221,872</u></u>	<u><u>203,818</u></u>	<u><u>246,158</u></u>

## 2007-08 Budget Amendment in Adoption Format

June 23, 2008

	<u>2006-07 Actual</u>	<u>2007-08 Budget As Adopted June 2007</u>	<u>2007-08 Budget As Amended December 2007</u>	<u>2007-08 Budget As Amended April 2008</u>	<u>2007-08 Budget As Amended June 2008</u>
<b><u>Debt Retirement Fund (Fund 31)</u></b>					
Assets	336,026	313,415	319,883	319,883	329,952
Liabilities	-	-	-	-	-
Fund Balance	336,026	313,415	319,883	319,883	329,952
<b>Revenues</b>					
Local	1,274,059	1,165,777	1,167,751	1,167,751	1,177,820
State	-	-	-	-	-
Incoming Transfers & Other Transactions	-	-	-	-	-
Total Revenues	1,274,059	1,165,777	1,167,751	1,167,751	1,177,820
<b>Expenditures</b>					
Other Financing Uses - Debt Service	1,184,862	1,183,894	1,183,894	1,183,894	1,183,894
Total Expenditures	1,184,862	1,183,894	1,183,894	1,183,894	1,183,894
Excess Revenues (Expenditures)	89,197	(18,117)	(16,143)	(16,143)	(6,074)
Beginning Fund Balance (7-01)	246,829	331,532	336,026	336,026	336,026
Ending Fund Balance (6-30)	336,026	313,415	319,883	319,883	329,952

## 2007-08 Budget Amendment in Adoption Format

June 23, 2008

	<u>2006-07 Actual</u>	<u>2007-08 Budget As Adopted June 2007</u>	<u>2007-08 Budget As Amended December 2007</u>	<u>2007-08 Budget As Amended April 2008</u>	<u>2007-08 Budget As Amended June 2008</u>
<b><u>Capital Projects Fund (Fund 41)</u></b>					
Assets	4,318,085	4,019,956	3,963,285	3,963,285	3,937,239
Liabilities	-	-	-	-	-
Fund Balance	4,318,085	4,019,956	3,963,285	3,963,285	3,937,239
<b>Revenues</b>					
Local	83,433	185,000	185,000	185,000	195,000
Fund Modifications - Transfers In	<u>3,479,194</u>	<u>33,200</u>	<u>33,200</u>	<u>33,200</u>	<u>33,200</u>
Total Revenues	3,562,627	218,200	218,200	218,200	228,200
<b>Expenditures</b>					
Facilities Acquisition	<u>136,140</u>	<u>514,000</u>	<u>573,000</u>	<u>573,000</u>	<u>609,046</u>
Total Expenditures	<u>136,140</u>	<u>514,000</u>	<u>573,000</u>	<u>573,000</u>	<u>609,046</u>
Excess Revenues (Expenditures)	3,426,487	(295,800)	(354,800)	(354,800)	(380,846)
Beginning Fund Balance (7-01)	<u>891,598</u>	<u>4,315,756</u>	<u>4,318,085</u>	<u>4,318,085</u>	<u>4,318,085</u>
Ending Fund Balance (6-30)	<u><u>4,318,085</u></u>	<u><u>4,019,956</u></u>	<u><u>3,963,285</u></u>	<u><u>3,963,285</u></u>	<u><u>3,937,239</u></u>

## 2007-08 Budget Amendment in Adoption Format

June 23, 2008

	<u>2006-07 Actual</u>	<u>2007-08 Budget As Adopted June 2007</u>	<u>2007-08 Budget As Amended December 2007</u>	<u>2007-08 Budget As Amended April 2008</u>	<u>2007-08 Budget As Amended June 2008</u>
<b><u>Expendable Trust Fund (Fund 51)</u></b>					
Assets	313,107	296,914	317,107	317,107	313,107
Liabilities	-	-			
Fund Balance	313,107	296,914	317,107	317,107	313,107
<b>Revenues</b>					
Local	<u>131,293</u>	<u>99,000</u>	<u>99,000</u>	<u>99,000</u>	<u>120,000</u>
Total Revenues	131,293	99,000	99,000	99,000	120,000
<b>Expenditures</b>					
Other Support Services - Endowment Activities	<u>111,100</u>	<u>95,000</u>	<u>95,000</u>	<u>95,000</u>	<u>120,000</u>
Total Expenditures	<u>111,100</u>	<u>95,000</u>	<u>95,000</u>	<u>95,000</u>	<u>120,000</u>
Excess Revenues (Expenditures)	20,193	4,000	4,000	4,000	-
Beginning Fund Balance (7-01)	<u>292,914</u>	<u>292,914</u>	<u>313,107</u>	<u>313,107</u>	<u>313,107</u>
Ending Fund Balance (6-30)	<u><u>313,107</u></u>	<u><u>296,914</u></u>	<u><u>317,107</u></u>	<u><u>317,107</u></u>	<u><u>313,107</u></u>

## 2007-08 Budget Amendment in Adoption Format

June 23, 2008

	<u>2006-07 Actual</u>	<u>2007-08 Budget As Adopted June 2007</u>	<u>2007-08 Budget As Amended December 2007</u>	<u>2007-08 Budget As Amended April 2008</u>	<u>2007-08 Budget As Amended June 2008</u>
<b><u>Internal Service Fund (Fund 81)</u></b>					
Assets	372,297	375,000	375,000	375,000	375,000
Liabilities	372,297	375,000	375,000	375,000	375,000
Fund Balance	-	-	-	-	-
<b>Revenues</b>					
Local	<u>112,716</u>	<u>150,000</u>	<u>150,000</u>	<u>150,000</u>	<u>150,000</u>
Total Revenues	112,716	150,000	150,000	150,000	150,000
<b>Expenditures</b>					
Other Business Services - Fringe Benefits	<u>112,716</u>	<u>150,000</u>	<u>150,000</u>	<u>150,000</u>	<u>150,000</u>
Total Expenditures	<u>112,716</u>	<u>150,000</u>	<u>150,000</u>	<u>150,000</u>	<u>150,000</u>
Excess Revenues (Expenditures)	-	-	-	-	-
Beginning Fund Balance (7-01)	-	-	-	-	-
Ending Fund Balance (6-30)	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

Marquette Area Public Schools  
Bylaws & Policies

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**1110 - ASSESSMENT OF DISTRICT GOALS**

In conjunction with its annual evaluation of the Superintendent, the Board shall also provide the time for both the Board and the administration to assess the progress of the District, during the previous year, toward the achievement of current goals.

This annual process of assessing/evaluating shall not be considered finished until:

- A. District goals and the strategies and actions being used to accomplish them have been reviewed and reprioritized;
- B. the Board develops and implements a plan to improve its own performance as the body charged with the responsibility for the governing of the District;
- C. this process shall be completed following the Board's organizational meeting and prior to the first day of school. **prior to the last day of the school year.**

## Marquette Area Public Schools Bylaws & Policies

### 1240 - EVALUATION OF THE SUPERINTENDENT

The Board of Education believes it is essential that it evaluate the Superintendent's performance periodically in order to assist both the Board and the Superintendent in the proper discharge of their responsibilities and to enable the Board to provide the District with the best possible leadership.

The Board shall annually, no later than March 31st, evaluate the performance of the Superintendent. Such evaluation shall include an assessment of:

- A. the progress toward the educational goals of the District;
- B. the working relationship between the Board and the Superintendent;
- C. the Board's own effectiveness in providing direction to the Superintendent.

Such assessments will be based on defined quality expectations developed by the Board for each criteria being assessed.

The Board and the Superintendent, jointly, shall, at the outset of each evaluation, determine the method by which the evaluation shall be conducted. (See Policy 1110) Such method may include:

- A. the Superintendent's own self-analysis of the current status of the District;
- B. the active participation of each Board member;
- C. a compilation of assessments on a prepared standard form by individual Board members, which shall then be reviewed jointly by the Board and Superintendent;
- D. evaluation interviews between the Board and Superintendent during which no other business is discussed;
- ~~E. the Superintendent's assessment of Board efficiency and effectiveness.~~

As an outcome of the evaluation of the Superintendent's performance, the Board should be prepared to judge the advisability of retention of the Superintendent and be prepared better to:

- A. determine the Superintendent's salary;
- B. identify strengths and weaknesses in the operation of the District and determine means by which weaknesses can be reduced and strengths are maintained;
- C. establish specific objectives, the achievement of which will advance the District toward its goals;
- D. improve its own performance as the public body ultimately charged with the educational responsibility of this District.