

**Marquette Area Public Schools  
BOARD OF EDUCATION  
1201 W. Fair Avenue  
Marquette, MI 49855  
Telephone 906-225-4200  
WEBSITE: [www.mapsnet.org](http://www.mapsnet.org)**

**Special Meeting  
Tuesday, April 14, 2009, 5:00 p.m.  
Marquette Area Public Schools  
Central Office Board Room  
1201 West Fair Avenue**

**MINUTES**

- **Call to Order**

A Special Meeting of the Marquette Area Public Schools Board of Education was held Tuesday, April 14, in the Board Room of the Central Administration Office. The meeting was called to order by Board Vice President / Acting Chairman **Alan Hawker** at 5:00 p.m.

- **Roll Call**

**Members Present**

Alan Hawker	Vice President / Acting Chair
Scott Brogan	Trustee (arrived at 5:02 p.m.)
Mark Smith	Secretary-Treasurer
Norman Gruber	Trustee
Tony Retaskie	Trustee
Laura Songer	Trustee (arrived at 5:10 p.m.)

**Member Absent**

Kellie A. Holmstrom DVM	President
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**Central Administration Present**

Jon Hartwig	Superintendent
Tim Yeadon	Assistant Superintendent
Jackie Winkowski	Administrative Assistant / Recording Secretary

**Others Present**

MAEA Representatives Matt Edgell, Mary Micklow, and Greg Seppanen; NMU students; TV 6 reporter; Mining Journal Reporter Miriam Moeller

- **Approve Agenda**

**A motion was made by Tony Retaskie and seconded by Mark Smith to approve the agenda with the following addition as the next item: Approve Minutes of April 14, 2009, 12:15 p.m., Special Board Meeting. Motion carried, 4-0.**

- **Approve Minutes of April 14, 2009, 12:15 p.m., Special Board Meeting**

**A motion was made by Norm Gruber and seconded by Mark Smith to approve the minutes of the April 14, 12:15 p.m., Special Board Meeting as presented. Motion carried, 4-0.** (Scott Brogan arrived at 5:02 p.m.)

- **MAEA-Proposed Retirement Incentive – Discussion**

**MAEA President Matt Edgell** advised that last fall the MAEA began considering an early retirement incentive plan to address the district's budget shortfall. (Laura Songer arrived during this item, at 5:10 p.m.) On behalf of the MAEA, **Greg Seppanen** presented a Power Point (copy attached) of the MAEA-Proposed Retirement Incentive (MAEA report also attached). He noted payments of \$6,000 annually for five years, for a total of \$30,000, would be provided to retirement-eligible MAEA members taking advantage of the plan.

The presentation was followed by questions / answers / discussion among representatives of the MAEA, Administration, and Board.

Main points on behalf of the MAEA were as follows:

- The MAEA-calculated savings of \$1.2 million is based on 34 teachers retiring in 2009; however, it is expected that perhaps only 15 would take advantage of the incentive plan. Therefore, savings would be more along the lines of about half that amount.
- The MAEA would prefer a two-year window as was offered in the past.
- The report contains an error on the page entitled "1<sup>st</sup> Teacher in 09 Proposal"; with the error corrected, MAPS would save even more.
- The Administration's assumption of five retirements in the summer of 2009 might not hold true if an incentive plan is not offered.
- Fewer teachers would have to be laid off at the end of this school year if a retirement incentive is offered.
- This is a win-win proposal.

On behalf of the Board, concern was expressed regarding:

- Possibly paying individuals for something they would have done anyway.
- Having a large number of experienced teachers retiring at the same time.
- The possibility that offering such a plan might foster expectations that retirement incentives will be offered on a regular basis.

- **Comments from the Public**

None.

- **Board Members' Comments**

None.

- **Board President's Comments**

None.

- **Adjourn**

**A motion was made by Mark Smith and seconded by Norm Gruber to adjourn the meeting. Motion carried, 6-0; adjourned at 6:03 p.m.**

Alan Hawker  
Acting Chairman

Mark Smith  
Secretary-Treasurer

Jackie Winkowski  
Admin. Assistant / Recording Secretary