

Carney-Nadeau Public Schools
REGULAR BOARD MEETING MINUTES
Monday, July 19, 2021

- I. Call to Order:
 - A. Vice-President Linda Corrigan called the meeting to order at 5:00 pm in the CNPS Library.

- II. Roll Call:
 - A. Gerald Hoduski, President-absent
 - B. Linda Corrigan, Vice President-present
 - C. Mike Corrigan, Secretary-present @ 5:01 pm
 - D. Jason DuPont, Treasurer-present
 - E. Mark Jasper, Trustee-present
 - F. Ed Jenkins, Trustee – present
 - G. Michelle Johnson, Trustee – present

Administration:

 - Adam Cocco, Superintendent– present
 - Travis Depuydt, Principal - absent
 - Kelly Janofski, Secretary – present

- III. Agenda:
 - A. No items to be added or deleted by the Superintendent.
 - B. No items to be excluded from the consent agenda and dealt with individually.
 - C. Moved by DuPont and supported by Jasper to approve the agenda. Motion carried: 5-0, All Ayes.

- IV. Principal and Committee Reports:
 - A. Principal Report:
 1. Summer School
 2. Reading Novel Sets
 3. Principal Goals
 - B. The Finance Committee reviewed all the bills, recommended the bills to be paid and approved the minutes of the 6/16/21 meeting.

- V. Public Comments: Steve Wery spoke for the Seventh Day Adventist School and thanked the board for the playground equipment

- VI. Written Communications: None.

- VII. Consent Agenda: Moved by DuPont and supported by M. Corrigan to approve the following actions.
Motion carried: 6-0, All Ayes:
 - A. To approve the minutes of the June 16, 2021, Regular Board Meeting.
 - B. To approve the minutes of the June 16, 2021, Finance Committee Meeting.
 - C. To approve the minutes of the June 16, 2021, Public Board Hearing Meeting.
 - D. To approve the minutes of the June 15, 2021, Finance Committee Meeting.
 - E. That the bills be paid through July 2, 2021, as presented.
 - F. To accept and place on file the Financial Statement for June 2021.

- VIII. Discussion Items:
 - A. Annual Evaluation of Travis Depuydt in His Role as School Principal – Travis has a wonderful job, he made progress on discipline issues and was able to perform all his duties despite health issues. He needs to refocus on Pride Incentives.

 - B. Girls' JH Basketball Coach Position – We are still looking for someone to fill this coaching position.

- C. Online Learning for 2021-2022 – Do we want to continue to offer online classes? Local schools are considering a discontinuation of online classes.
- D. Projects Update – The old playground chip pile needs to be removed and Jackee Schaff will be picking up the remaining swings. The bleachers are installed.
- E. Bus Driver/Custodian Position – We have 2 people who might be interested in this combination position.

IX. Action Items:

- A. Moved by Jenkins and supported by DuPont to approve the winning bid of \$3,198.00 for the Sale of the 2008 Dodge Grand Caravan. Voice Vote: 6-0, all Ayes.
- B. Tabled approval of a Winning Bid for the Sale of the 2017 Ford Escape.
- C. Moved by DuPont and supported by Jenkins to approve the Hire of Mrs. Patricia Wehner as JH/HS Agricultural Science/Science Teacher. Voice vote: 6-0, all Ayes.
- D. Moved by DuPont and supported by M. Corrigan to approve the purchase of 400 Yards of Playground Chips in the amount of \$6,000 as supplied by Superior Cedar Products. Voice Vote: 6-0, all Ayes.
- E. Moved by Jenkins and supported by DuPont to approve the purchase of New Computers in the Elementary Tech Lab in the amount of \$8,875.00. Voice vote: 6-0, all Ayes.
- F. Moved by DuPont and supported by M. Corrigan to approve the purchase of a Laptop Cart in the amount \$9,029.00. Voice vote: 6-0, all Ayes.
- G. Moved by M. Corrigan and supported by Jasper to approve the August 25th- 26th Professional Development Days' Agendas. Voice vote: 6-0, all Ayes.
- H. Moved by DuPont and supported by M. Corrigan to approve the bid from Northern Landscape in the amount \$2,000.00 to extend/move the Playground Fence. Voice vote: 6-0, all Ayes.
- I. Moved by Jenkins and supported by DuPont to approve the Hire of Mr. Michael Polfus as Boys' Varsity Basketball Coach for the 2021-2022 School Year. Voice vote: 6-0, all Ayes.
- J. Moved by Jasper and supported by DuPont to approve the Revised Language Concerning Vacation Time for the Superintendent, Principal, Administrative Assistant, and Head of Maintenance Contracts and Existing Vacation Time Buyout Proposal. Roll Call Vote: 5 Ayes (L. Corrigan, M. Corrigan, DuPont, Jasper, Johnson), 1 Nay (Jenkins – see attached rationale written by Ed Jenkins).
- K. Moved by DuPont and supported by Johnson to approve the Revised July 1, 2020 – June 30, 2024, Superintendent Contract for Mr. Adam Cocco. Role Call Vote: 5 Ayes (L. Corrigan, M. Corrigan, DuPont, Jasper, Johnson), 1 Nay (Jenkins – could not support because of the revised salary schedule).
- L. Moved by DuPont and supported by M. Corrigan to approve the Revised July 1, 2021 – June 30, 2024, Principal Contract for Mr. Travis Depuydt. Roll Call Vote: 6-0, all Ayes.
- M. Moved by DuPont and supported by Jenkins to approve the Revised July 1, 2021 – June 30, 2022, Administrative Assistant Contract for Mrs. Kelly Janofski. Roll Call Vote 6-0, all Ayes.
- N. Moved by DuPont and supported by M. Corrigan to approve the Revised July 1, 2021 – June 30, 2022, Head of Maintenance Contract for Mr. Ken Linder. Roll Call Vote: 6-0, all Ayes.

- O. Moved by Jenkins and supported by DuPont to move into Closed Session to Discuss Coaching Staff Discipline at 6:04 pm. Roll Call Vote: 6-0, all Ayes.
 - 1. Read Closed Session Minutes.
 - 2. Vice-President L. Corrigan announced a return to Open Session @ 6:23 pm.

- P. Moved DuPont and supported by Jasper to approve the minutes of the closed session as read in the closed session. Roll Call Vote: 6-0, all Ayes.

- Q. Moved by DuPont and supported by Jenkins to approve the Hire of Mr. Jim Belec as Boys' Junior Varsity Basketball Coach for the 2021-2022 School Year. Coach Belec agrees that in the event he is convicted in a court of law of any alcohol-related infraction, be it a felony, misdemeanor, civil, or otherwise, he will immediately resign and/or be terminated from any and all coaching positions he holds at Carney-Nadeau Public School. Voice vote: 6-0, all Ayes.

- R. Moved by Jenkins and supported by DuPont to approve the Hire of Mr. Jim Belec as Boys' Varsity Football Coach for the 2021-2022 School Year. . Coach Belec agrees that in the event he is convicted in a court of law of any alcohol-related infraction, be it a felony, misdemeanor, civil, or otherwise, he will immediately resign and/or be terminated from any and all coaching positions he holds at Carney-Nadeau Public School. Voice vote: 6-0, all Ayes.

- X. Adjournment:
Moved by DuPont and supported by M. Corrigan to adjourn at 6:25 pm. Motion Carried: 6-0, all Ayes.

Respectfully Submitted: _____
Mike Corrigan, Secretary

Ed Jenkins - Rationale for May vote on Action Item J.

Superintendents Rationale: Whereas our past contracts specified no upper limits in terms of the maximum number of vacation days that could be accrued, nor did it contain language as to how many unused vacation days could be rolled over from one year to the next. One of the issues here is that if there is now a ceiling as to how many vacation days an employee can possess, then what is to be done with the days he/she currently carried.

A board presents a contract that is agreed upon by the parties involved, and both sign that contract. In the contracts of the employees in question, there is clearly no provision that would allow carry over and accumulation of vacation time from year to year, nor a buy back provision.

MASB LEGAL COUNCEL REVIEW. "After reviewing the contract, it does appear that you would have a very solid argument that vacation days do not accumulate. Under this provision, they may accumulate up to 120 sick days, but that same language isn't used for vacation days. Thus, in my opinion the board excluded the accumulation language from the vacation days' provision. Consequently, you can safely claim that employees are unable to accumulate vacation time from one year to the next".

The fact that the contracts specified no upper limit in terms of the maximum number of vacation days that could be accrued, nor how many could be rolled from year to year indicates that contractually it was not permitted. Neither contractually nor by board policy are vacation days allowed to have been accumulated from one year to the next during this period of time, let alone buying those days that do not exist, back. We are being asked to buy something that does not exist. This is WRONG. To answer the question, what is to be done with the days he/she currently carry? THERE ARE NO DAYS CURRENTLY BEING CARRIED.

In the two administrative contracts, of the 260 possible work days in a given year, there is a provision that allowed for 7 paid holidays in which work was not required. That means any other days not at work required the use of vacation time, sick time or personal time. I feel that conservatively one could calculate that there were a minimum of ten [10] days during a year that were not worked, and not accounted for. If those days were vacation days over the period of 10 years. Those days would become 100 vacation days taken and unaccounted for. Making it very hard to believe there are any days left to accumulate, IF ONE COULD CONTRACTUALLY ACCUMULATE VACATION DAYS.

Another concern is the proposed new vacation cap of 35 days. Was there any consideration given to the new contract as a whole when discussing this cap? In the new contract the two administrators are given 15 days of paid holiday time. Add that to the 35 vacation days, 3 personal days, and they will have a total of 53 paid days from work off in a given year. Think about that!! I'm not saying it will happen with our current administrators, but it could, and it's now in a contract so is very likely to happen at some point. HUGE LIABILITY. BAD PRESIDENT.

Bottom line people, we should not be buying accumulated vacation time that contractually DOES NOT EXIST. This can only be viewed as the board being fiscally irresponsible. Furthermore, we should be considering returning the language and caps in all four contracts to the original versions in the new contracts which were taken from contracts developed by Thrun law firm.

It was wrong to ASSUME vacation days could be carried and accumulate.

It would be wrong and fiscally irresponsible for the board to approve a buyout. Boards pay on contracts, not assumptions.