



The Board Report

A bulletin of actions taken by the Dearborn Board of Education

A publication of the Communications Office

November 8, 2010

SUPERINTENDENT'S UPDATE

Superintendent Whiston read the following statement.

The negotiation process is a mechanism for two organizations to reach a fair and reasonable agreement. During this process the Dearborn Board of Education continues to support the hard work that Dearborn teachers are doing in the classroom. Their commitment to the students and in contributing to the success of the district is unquestioned. In this tough economic climate, school funding is still an area of great uncertainty. The Board will continue to work diligently at the bargaining table with the negotiating team from the Dearborn Federation of Teachers to reach a fair agreement. The desire of the Board is to keep as many teachers as possible in the classroom and at the same time be mindful of current economic conditions.

Fact Finding is not uncommon and one of several tools used in the process of moving negotiations forward. The Board is utilizing Fact Finding insofar as mediation since April 21, 2010 has not resulted in a negotiated agreement.

The Dearborn Federation of Teachers postponed Fact Finding originally scheduled for October 28, 2010 until November 22, 2010. Continued mediation has not resulted in a negotiated agreement. It is the Board's opinion that it is time to enter into Fact Finding to move the negotiation process along.

The Dearborn Federation of Teachers' attorney stated, "The premise of the process (Fact Finding) is that bargaining be aided by a third party's public recommendation."

The Dearborn Board of Education is in agreement that bargaining be aided by a third party's public recommendation. Twelve months of negotiations prior to the commencement of mediation failed to result in a negotiated agreement. Mediation for an additional six months has also failed to result in a negotiated agreement.

It is not unusual during labor negotiations for one side to file an unfair labor practice and is a separate issue that can be reviewed as the Fact Finding process continues. The district feels that it has been negotiating in good faith and in accordance with the set procedures and rules.

RECOGNITION AND ACKNOWLEDGEMENTS

District

Last month was School Bus Driver Appreciation Month. The Superintendent thanked all of the hard working staff in Transportation for all of their efforts and dedication to safely getting students to and from school each day. Our district buses travel over a million miles a year, and for that to happen on a consistent basis it takes a staff of mechanics, bus attendants, drivers, and office staff who are committed to doing a great job each and every day. On behalf of the Board of Education, the Superintendent extended sincere thanks and appreciation for a job well done.

Secondary

Congratulations to Lisa Meyer, Music Resource Teacher. Lisa was a featured author in the fall edition of the Michigan Music Educators Journal.

Congratulations to Secondary Math Coordinators Dana Addis and Christine Rosbury as well as all of the members of the K-12 Math Curriculum Committee for sponsoring the district's first Family Math Night. More than 300 students and parents attended the evening event.

Commendations to Heyam Alcodray, Principal of Henry Ford Early College, for her presentation, "Accelerating High School Success for All Students," at the Michigan Association of School Boards Conference.

Thank you to the following teachers, administrators, and support staff for their efforts to help make the Professional Development Day a huge success:

Nawf Abou-dib	Jeff Conway	Sherry Harakas	Mary Pizzimenti
Danna Addis	Joe Cook	Kevin Harris	Clark Plasters
Jaleelah Ahmed	Roxanne Crabill	Dan Hartley	Rita Rauch
Gretchen Bajorek	Teresa Distelrath	Rima Hassan	Dan Reddeman
CarolAnn Barr-Gutkowski	Susan Dobbs	Celeste Humitz	Christine Rosbury
David Bates	Tess Dowgiallo	Jessica Jones	Janice Schmidt
Chuck Baughman	Kathy Duquette	Amy Keith	Lisa Stevens
Heather Bauman	Denise Elliott	Debbie Kress-Arent	Kathy Stone
Sue Bernys	Terri Faitel	Vincent Lacroix	Steve Trapp
Kate Blair	Faten Fawaz	Angela Maynor	Christine Wiles
Diane Bridges	Fudwa Fawaz	Kathleen McBroom	Chris Willard
Kellie Bugajski	Jennifer Fryzel	Chris Minor	Melissa Wills
Scott Casebolt and the Staff of O.L. Smith	Marc Golles	Don Murphy	Kiera Wright
Margarita Chavez-Franco	Nabilah Hammami	Mark Palise	Marc Zigterman
Chris Meseroll	Maura Sedgeman	Karen Pikula	Nadra Shami
Nadra Lamberti	Sue Abu-Rus	Ross Groover	Carol Lower
Julie Liepe	Mary Timpf	Mary Jo Fitzpatrick	Jill Chochol
Adnan Moughni	Amy Biolette	Margaret King	Karen Berryman
Lisa Meyers	Intissar Harajli	Kate Blair	Clark Plasters
	Dennis Briar	Presenters from EveryDay Math	

Also thanks to Chris Sipperley for bringing in a presenter from the AFT, Pearson SuccessMaker representative Doug Barrow, and Career Cruising representative Julie Semroc who provided an entire day of training to teachers at no additional cost to the district.

Special thanks to Troy Patterson who stepped in at the last minute to present in place of Chris Kenniburg, and to Janet Palmer who spent an enormous amount of time making this day go so smoothly.

Dearborn Magnet High School

Commendations to Principal Winifred Green, Counselor Mary Lois Gass, Teachers Clayton Campbell and Jerome Vandebulke, and 20 students who attend the Dearborn Magnet High School for their participation in the City of Dearborn's Rake the Town project. On October 29 the students raked leaves at the homes of 16 different senior citizens. All of the students worked hard and came away from the experience feeling like they made a positive impact with Dearborn seniors who were not able to rake their own leaves this fall. The students were busy again today as they took part in another community service project at the Buffalo Soldiers facility in Detroit.

Edsel Ford High School

Commendations to Robert Doyle, Director of Choral Activities and Theatre at Edsel Ford High School and Vocal Music Teacher at Howe School, for being a part of the faculty of the Contemporary Commercial Music Institute at Shenandoah University in Winchester, Virginia, this past summer. Doyle will also present master classes at training at DePauw University in Greencastle, Illinois, in November.

Dearborn High School

Commendations to the Dearborn High School Varsity Volleyball Team and Coach Dianne Phillips for their efforts to collect a total of \$535 in donations during the October national Dig Pink breast cancer campaign for the Side-Out Foundation. In three years, the team has raised donations totaling over \$3,000 for the Side-Out Foundation in the Dig Pink event.

Berry Career Center

Congratulations to Berry Career Center Teacher Ele Shepherd for being nominated for the American Culinary Federation's (ACF) Chef Educator of the Year award. The ACF Chef Educator of the Year award pays tribute to an active culinary educator whose knowledge, skills, expertise, guidance and direction has enhanced the image of the professional chefs and who by example has given leadership, guidance and direction to students seeking careers in the culinary profession. This person demonstrates the ability to help students define and develop their careers by using their skills and abilities to provide a strong foundation to their future success. Four regional winners will be selected followed by a national winner. We wish Ms. Shepherd good luck.

SPECIAL REPORTS

Professional Development Review – November 2, 2010

Dr. Gail Shenkman, Mrs. Norma Jean Sass

On November 2, teachers participated in a district-wide Professional Development Day. Over 90 different sessions were offered, many taught by district teachers and administrators. Although there were a few parking and other minor issues, feedback from the event was overwhelmingly positive.

BOARD ACTIONS

- Approved October Financial Statement.
- Approved five-year contract extension in the amount of approximately \$374,000.00 per year for security, fire alarm, and CCTV services.
- Approved acceptance of Great Start Readiness Program Funding.

RESIGNATION

Amy Hoffman, On Personal Leave, Elementary Teacher, effective 11/1/10.

RETIREMENT

John Jackson, Howe, Custodial C, 45-1/3 years of service, effective 12/31/10.

LEAVE OF ABSENCE

Suehaila Amen, Woodworth, Paraprofessional/Instructional (Bilingual), effective 12/13/10.

Mari Asaro, On Extended Health Leave, Bus Driver (Part-Time), effective 11/20/10.

Fadia Dakroub, On Extended Health Leave, Paraprofessional/Instructional (Bilingual), effective 10/11/10.

Jason Ferry, On Extended Health Leave, Custodial A, effective 10/19/10.

Sandra Ghnaim, On Extended Health Leave, Bus Driver (Full-Time), effective 11/2/10.

Lina Hammoud, Howe, Paraprofessional/Instructional, effective 11/2/10.

Carrie Kupiec, Henry Ford, Custodial A, effective 11/1/10.

Nadia Mouzahem, Geer Park/Haigh, Secretary II (Part-Time), effective 1/4/11.

OTHER SEVERANCE

Samira Fawaz, Maples, Noon Hour Supervisor, effective 11/9/10.

Laura Khalil, Departmental Bilingual Teacher, effective 11/9/10.

Isaiah Williams, Maples, Noon Hour Supervisor, effective 11/9/10.

APPOINTMENT

Hoda Baiz, Maples, Noon Hour Supervisor, effective 11/9/10.

Hannaa Beydoun, Whitmore-Bolles, Paraprofessional/Instructional, effective 11/9/10.

Jacqueline Brach, Edsel Ford, Custodial A, effective 11/9/10.

Paul Campbell, Lowrey, Custodial A, effective 11/9/10.

Janet Celeski, Food Service Assistant, Fordson, effective 11/9/10.

Christopher Chimienti, Dearborn, Custodial A, effective 11/9/10.

Salwa Dakroub, Receptionist/Clerk, McCollough/Unis, effective 11/9/10.

Yvette Fletcher, Division of District Operations, Bus Driver (Part-Time), effective 11/9/10.

Kevin Gahman, Division of District Operations, Bus Driver (Part-Time), effective 11/9/10.

Sharon Holeman, Division of District Operations, Bus Driver (Part-Time), effective 11/9/10.

Amy Mathers, Food Service Assistant, Woodworth, effective 11/9/10.

Mary Mathes, Whitmore-Bolles, Paraprofessional/Instructional, effective 10/9/10.

Marcia Miller, Cotter, Paraprofessional/Instructional, effective 11/9/10.

Dana Richards, Food Service Assistant, Lowrey, effective 11/9/10.

Cheryl Rosinski, Nowlin, Noon Hour Supervisor, effective 11/9/10.

Tina Sawyer, Food Service Assistant, Dearborn, effective 11/22/10.

Anna Smith, Food Service Assistant, Lowrey, effective 11/9/10.

Deborah Stapleton, Accounting, Administrative Service Center, Accounting Technician, effective 11/9/10.

Amanda Stegner, Snow, Elementary Teacher, effective 11/1/10.

Rene Ziaja, Secretary III, Accounting, Administrative Service Center, effective 11/9/10.

REAPPOINTMENT TO NON-INSTRUCTIONAL STAFF

Bilgys Altairy, Long, Instructional Technician, effective 10/18/10.

Jane Dewald, Stout, Paraprofessional/Instructional, effective 10/19/10.

Mary Stefan, Smith, Paraprofessional/Instructional, effective 10/20/10.-

SALARY SCHEDULE CHANGE OF STATUS

Reem Bathish, Stout, Mathematics/Science Teacher, from BA, Step 12, Schedule P-12 Teachers'; to MA(30), Step 14, Schedule P-12 Teachers'; effective 8/30/10.

Kristin Caballero, Departmental Teacher Consultant, from MA(30), Step 14, Schedule P-12 Teachers'; to MA(60), Step 14, Schedule P-12 Teachers'; effective 8/30/10.

Jill Erickson, McDonald, Elementary Teacher, from BA, Step 5, Schedule P-12 Teachers'; to MA, Step 5, Schedule P-12 Teachers'; effective 8/30/10.

Fatma Fadak, Departmental Bilingual Teacher, from BA, Step 5, Schedule P-12 Teachers'; to MA, Step 5, Schedule P-12 Teachers'; effective 8/30/10.

Terry Roberts, Division of District Operations, from Bus Driver (Part-Time), to Bus Driver (Full-Time), Division of District Operations, effective 11/9/10.

Barbara Saj, Division of District Operations, from Bus Driver (Part-Time), to Bus Driver (Full-Time), Division of District Operations, effective 11/9/10.

CHANGE IN CLASSIFICATION

Leila Beydoun, from Fordson, Secretary II (Bilingual), to Secretary III, Fordson, effective 11/9/10.

Brenda Coram, from Dearborn, Custodial A, to Custodial C, Bryant, effective 11/9/10.

Jarunice Gaines-Coleman, from Lowrey, Custodial A, to Custodial C, Lowrey, effective 11/9/10.

Jennifer Coulter, from Fordson, Custodial A, to Custodial C, Salina Intermediate, effective 11/9/10.

Cheryl Johnson, from McCollough/Unis, Baker, to Food Service Manager I, Bryant, effective 11/9/10.

Souad Sareini, from Becker/Miller, Secretary II (Part-Time), to Paraprofessional/Instructional, McDonald, effective 10/20/10.

Italia Scappaticci, from Dearborn, Secretary III, to Secretary IV, Human Resources, Administrative Service Center, effective 11/29/10.

William Welch, from Miller, Custodial C, to Building Operations Specialist, Henry Ford, effective 11/9/10.

ACHIEVEMENT OF TENURE

Islam Awada, Departmental Title I Teacher, effective 10/29/10.

Mona Berry, Stout, Language Arts Teacher, effective 11/5/10.

Jamie Bettinger, Lowrey, Elementary Teacher, effective 10/25/10.

Rita Bublitz, Geer Park/Oakman, Elementary Teacher, effective 10/16/10.

Huda Essa, Departmental Bilingual Teacher, effective 10/14/10.

Stefanie Hamm, Departmental Bilingual Teacher, effective 10/15/10.

Alia Jaber, Departmental Bilingual Teacher, effective 10/18/10.

Mary Nameth, Stout, Language Arts Teacher, effective 10/25/10.

Ahlam Taha, Lowrey, Mathematics/Science Teacher, effective 10/17/10.

FUTURE MEETINGS

Monday, November 15, 2010, Regular HFCC Meeting, 7:30 p.m., at Henry Ford Community College.

Monday, November 22, 2010, P-12 Board Study Session, 7:30 p.m., at the Administrative Service Center.

Monday, December 13, 2010, P-12 Board of Education Meeting, 7:30 p.m., at the Administrative Service Center.

Monday, December 20, 2010, Regular HFCC Meeting, 7:30 p.m., at Henry Ford Community College.