

**Minutes of the Oscoda Area Schools Board of Education
Regular Meeting Monday, August 8, 2016**

The August 8, 2016 Regular Meeting of the Oscoda Area Schools, Iosco and Alcona Counties, Michigan, Board of Education was called to order at 7:00 p.m. on Monday, August 8, 2016 by President Tony Johnson. The meeting was held in the Board of Education Meeting Room located in Oscoda Area High School, 3550 East River Road, Oscoda, Michigan 48750. President Johnson led the Pledge of Allegiance and Secretary Davis read the district's Vision, Mission, and Belief statements.

Members Present: Johnson, Davis, Kahila, Kellstrom, Reitler, Schlink
Members Absent: Ellis

Dave and Linda Slaggert presented a skit about the project they have been working on – Spirit Hall. Mr. Slaggert stated that trophies have been repaired, a 3' x 2.5' stained glass owl will be mounted in the wall in the hallway, shadow boxes are on order to display jerseys from each team, and Michael Williams is painting murals on the walls. The grand opening of Spirit Hall is scheduled for September 16, 2016. The plan is to invite alumni to the opening and serve hot dogs to everyone that attends.

Mr. Slaggert informed Board members that pickle ball is the fastest growing sport in the United States. He pointed out that there is a Pickle Ball Club here in Oscoda, and they play at the Community Center. Mr. Slaggert would love to see the Community Center open all year long. Petitions are being circulated, and he asked members of the Board to support the effort. He stated that positive input from the Board of Education would be beneficial.

RES Principal Eric Allshouse and High School Principal Terence Allison updated the Board on the i3 (Investing in Innovation) Program and Schools to Watch. Mr. Allison stated that i3 is a national program funded by the U.S. Department of Education. The purpose of the program is to improve student achievement and attainment through the implementation of, and investment in, innovative practices that are demonstrated to have an impact on improving student achievement or student growth, closing achievement gaps, decreasing dropout rates, increasing high school graduation rates, or increasing college enrollment and completion rates. The i3 leadership team consists of Valorie Moeller, Amy Alda, Laura Zacharias, David Eberline, Linda Skodack, Eric Allshouse and Terence Allison.

Mr. Allison stated that he attended the National Schools to Watch Conference in Washington, D.C. this summer along with RES Principal Eric Allshouse, RES teacher Samantha Dinnan, and OHS teacher Justin White. They had an opportunity to attend presentations and network with staff from Schools to Watch around the country. The Schools to Watch Program is a significant force in middle-grades reform that identifies and honors schools nationally. Oscoda is striving to become a "Schools to Watch" school. Through the process, the school evaluates itself using a rubric. Mr. Allshouse noted that Oscoda is almost there. Over the past three years all middle school teachers had an opportunity to visit another school to talk to staff and get ideas on programs and activities they are using to help their students be successful. In addition, each quarter the district sends teachers to the Michigan Schools to Watch forum in Mt. Pleasant. There are currently 15 Schools to Watch in Michigan, and 350 nationwide.

Superintendent Moore stated that Mr. Negro found out about this Program and initiated it. The grant pays all costs associated with the Program. The best part is that the initiative is teacher led. The district is in the last year of the grant. Mr. Allshouse noted that the district may reapply for the grant after three years.

Some of the ideas the leadership team came up with and have initiated include:

- Advisory program at RES
- Student of the Week
- Rubrics in classroom so that students know how and why they are being assessed and they learn how to target and rank themselves
- Student led parent-teacher conferences – the right way and incorrect way to run these conferences
- Student work displayed in hallways
- PBIS
- Incentive days
- Owl Bucks
- At RES - a drawing every Friday, and a drawing for larger prizes each marking period
- We Believe – book study teachers agreed to do participate in
- Teachers volunteering to do after school clubs

Regular Meeting Monday, August 8, 2016

- Transportation for after school programs and clubs
- Grants to get clubs started

The Board of Education heard no public/general comments.

Motion: by Davis, supported by Schlink, that the Board of Education adopt Board Policies as presented and as recommended by the Policy Committee:

Policy #3139 – Staff Discipline and Discharge (Professional Staff)

Policy #4139 – Staff Discipline and Discharge (Support Staff)

Policy #7540.04 – Staff and Volunteer Education Technology Acceptable Use Policy

Policy #8142.01 – Weapons (New)

Policy #9700 – Relations with Special Interest Groups

Yeas: Johnson, Davis, Kahila, Kellstrom, Reitler, Schlink

Nays: None

Absent: Ellis

Abstained: None

Motion declared adopted with a 6 – 0 vote.

Motion: by Kellstrom, supported by Kahila, that the Board of Education approve the Consent Agenda Items which includes: the approval of the Agenda for the August 8, 2016 Regular Meeting; the tentative minutes of the Regular Meeting held on Monday, June 13, 2016; the tentative minutes of the Closed Session Meeting held on Monday, June 13, 2016; the tentative minutes of the Special Meeting held on Thursday, June 30, 2016; and the payment of the General Fund checks #13087 through #13372 totaling \$905,269.79, as recommended by the Superintendent of Schools.

Yeas: Johnson, Davis, Kahila, Kellstrom, Reitler, Schlink

Nays: None

Absent: Ellis

Abstained: None

Motion declared adopted with a 6 – 0 vote.

Motion: by Kahila, supported by Schlink, that the Board of Education approve the Letter of Agreement with the O.E.A. switching health insurance providers from MESSA to Tawas Bay, as recommended by the Superintendent of Schools.

Yeas: Davis, Kahila, Kellstrom, Reitler, Schlink, Johnson

Nays: None

Absent: Ellis

Abstained: None

Motion declared adopted with a 6– 0 vote.

Motion: by Reiter, supported by Kahila, that the Board of Education approve the Letter of Agreement with AFSCME Local #1545 switching health insurance providers from MESSA to Tawas Bay, as recommended by the Superintendent of Schools.

Yeas: Kahila, Kellstrom, Reitler, Schlink, Johnson, Davis

Nays: None

Absent: Ellis

Abstained: None

Motion declared adopted with a 6– 0 vote.

Regular Meeting Monday, August 8, 2016

Motion: by Kahila, supported by Reitler, that the Board of Education approve the Letter of Agreement with the O.S.A. switching health insurance providers from MESSA to Tawas Bay, as recommended by the Superintendent of Schools.

Yeas: Kellstrom, Reitler, Schlink, Johnson, Davis, Kahila

Nays: None

Absent: Ellis

Abstained: None

Motion declared adopted with a 6 – 0 vote.

Motion: by Kellstrom, supported by Kahila, that the Board of Education approve the hiring of Sarah L. Halash as a 2nd grade teacher at RES, effective August 26, 2016 pending results of the criminal background check, as recommended by the Superintendent of Schools and the Administrative Team.

Yeas: Reitler, Schlink, Johnson, Davis, Kahila, Kellstrom

Nays: None

Absent: Ellis

Abstained: None

Motion declared adopted with a 6– 0 vote.

Motion: by Kellstrom, supported by Schlink, that the Board of Education approve the hiring of Christine M. Byrne as a 4th grade teacher at RES, effective August 26, 2016 pending results of the criminal background check, as recommended by the Superintendent of Schools and the Administrative Team.

Yeas: Schlink, Johnson, Davis, Kahila, Kellstrom, Reitler

Nays: None

Absent: Ellis

Abstained: None

Motion declared adopted with a 6– 0 vote.

Motion: by Davis, supported by Kahila, that the Board of Education approve the hiring of Emily Spaulding as a 6th grade math teacher at RES, effective August 26, 2016 pending results of the criminal background check, as recommended by the Superintendent of Schools and the Administrative Team.

Yeas: Johnson, Davis, Kahila, Kellstrom, Reitler, Schlink

Nays: None

Absent: Ellis

Abstained: None

Motion declared adopted with a 6– 0 vote.

Motion: by Schlink, supported by Reitler, that the Board of Education approve the 2016-2017 School Year Richardson Elementary School Student Handbook as presented and as recommended by the Administrative Team.

Yeas: Davis, Kahila, Kellstrom, Reitler, Schlink, Johnson,

Nays: None

Absent: Ellis

Abstained: None

Motion declared adopted with a 6– 0 vote.

Regular Meeting Monday, August 8, 2016

Motion: by Kahila, supported by Schlink, that the Board of Education approve the proposed changes to the Oscoda High School Student Handbook for 2016-2017, as recommended by the Administrative Team.

Yeas: Johnson, Davis, Kahila, Kellstrom, Reitler, Schlink

Nays: None

Absent: Ellis

Abstained: None

Motion declared adopted with a 6 – 0 vote.

Motion: by Kahila, supported by Reitler, that the Board of Education approve an attendance incentive of \$150.00 for perfect attendance and \$75.00 for outstanding attendance for OAA, OEA, Local #1545, OSA and Central Office employees for the 2016-2017 school year. The maximum paid to Local #1545 employees eligible for sick day accumulation payment under Article 19 (4) of their Master Agreement combined with the attendance incentive shall not exceed \$150.00 for perfect attendance or \$75.00 for outstanding attendance.

Yeas: Kahila, Kellstrom, Reitler, Johnson

Nays: Schlink, Davis

Absent: Ellis

Abstained: None

Motion declared adopted with a 4 – 2 vote.

Motion: by Kellstrom, supported by Kahila, that the Board of Education approve sending up to two Board Members to the 2016 MASB Annual Fall Conference, to be held November 10-13, 2016 at the Detroit Marriott at the Renaissance Center in Detroit, and to be reimbursed as per the Board Policy Bylaws.

Yeas: Kellstrom, Reitler, Schlink, Johnson Davis, Kahila,

Nays: None

Absent: Ellis

Abstained: None

Motion declared adopted with a 6– 0 vote.

Motion: by Kellstrom, supported by Kahila, that the Board of Education name Tony Johnson as a delegate and Donald Ellis III alternate to the MASB Delegate Assembly which will begin on Thursday, November 10, 2016 at the Detroit Marriott at the Renaissance Center in Detroit.

Yeas: Reitler, Schlink, Johnson Davis, Kahila, Kellstrom,

Nays: None

Absent: Ellis

Abstained: None

Motion declared adopted with a 6– 0 vote.

President Johnson stated that the law requires that the superintendent's evaluation be based in part on student growth and that the evaluation and justification data be posted on the district's website. He proposed using the current evaluation tool and adding the student growth component, which is 25% this year, but increasing to 40% or 50% in the future. He noted that he looked at the MASB superintendent evaluation tool, which could be changed to fit the Board's needs. President Johnson would like to schedule a Board training for the superintendent evaluation sometime in October. IRESA Superintendent Dana McGrew could train board. This training could be done at a regularly scheduled board meeting, or at a special workshop.

Superintendent Moore stated that the district has a process for measuring student growth for administrators and for teachers. The process uses NWEA testing, local grades, and final exam scores. There will be presentation to the Board in September on the evaluation process and student growth.

Regular Meeting Monday, August 8, 2016

President Johnson shared the Michigan Education Finance Study Breakdown. The study showed that it takes \$8,600 annually to educate a student. This figure does not include special education costs, career and technical costs, or middle college costs. This is \$1,000 under the average amount Michigan districts receive per pupil in state aid.

President Johnson stated that the staff Welcome Back will be held on Monday, August 29, 2016. He invited Board members to help cook pancakes and sausage for the staff that morning to be at the High School at 6:40 a.m.

Superintendent Moore reported

- Hiring of full-time custodian Amy Pike
- Hiring of part-time custodian Jody King
- Hiring of bus driver Adrian Reames
- Resignation of Varsity Baseball Coach Scott Lueck
- Resignation of Middle School Boys Basketball Coach Dave Slaggert
- Resignation of 7th Grade girls Basketball Coach Kirk Franklin
- Resignation of Senior Class Advisor Jill Williams
- Resignation of Junior Class Advisor Mary Kay Gwizdala
- Resignation of Freshman Class Advisor Valorie Moeller
- Hiring of Varsity Volleyball Coach Melissa Curley
- Hiring of JV Volleyball Coach Pamela Mallak
- Hiring of 7th Grade Girls Basketball Coach Michael Krajnik
- Hiring of 7th Grade Boys Basketball Coach Justin White
- 2016-17 Fundraising calendar and list of volunteers were included in the Board packet
- Central Office Manager Susan Barnhart renewed her MSBO Business Office Manager certification

Superintendent Moore stated that a posting went out last week for new position which will be very similar to the position Linda Skodack held. There was one application for the position. He hopes to have the position filled by the next board meeting.

There being no further business for discussion, the meeting was adjourned at 8:42 p.m.

Edward Davis, Secretary
Board of Education
Oscoda Area Schools