

**Minutes of the Oscoda Area Schools Board of Education  
Regular Meeting Monday, September 12, 2016**

The September 12, 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, September 12, 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: Ellis (arrived at 7:15 p.m.), Johnson, Davis, Kahila, Kellstrom, Reitler, Schlink  
Members Absent: None

Superintendent Moore invited Board members to attend the dedication of Spirit Hall on Friday, September 16, 2016 from 5:30 p.m. until 7:00 p.m. Students from the National Honor Society and the Rotary Interact Club will lead tours of district facilities, highlighting changes and positive things that have transpired over the past several years. There will be face painting, a raffle for spirit wear, and free hot dogs, chips and water. Before the start of the football game the people instrumental in bringing Spirit Hall to fruition will be honored.

The Administrative Team updated the Board on the staff evaluation process. Mr. Moore stated that the district has an evaluation tool in place. He noted that Oscoda was the first district in the state to add a data component to staff evaluations. Mr. Allshouse and Mr. Allison went over the evaluation process and state law. The district uses the Danielson model, which is a rubric based evaluation tool consisting of four domains: Planning and Preparation, Classroom Environment, Instruction, and Professional Responsibilities. Each domain is worth 18.75% of the overall evaluation. Ratings for teachers include: Ineffective, Minimally Effective, Effective, or Highly Effective. Administrators are required to conduct two observations of tenured teachers and four observations of probationary teachers each year, one of those observations being unannounced. For the 2016-2017 school year 25% of the teacher evaluation must be based on student data. This percent will eventually work its way up to 60%. The law states that if a teacher is rated as high effective in three consecutive evaluations, they do not have to be evaluated annually. However, the district does evaluate all teachers every year. In October administrators will take a refresher course on what good teaching looks like at the Traverse Bay Area Intermediate School District. The student growth data for teacher evaluations is based on pre and post-tests, NWEA data, and local grades. Building administrators and enrichment teachers' student data is based on the average for the building. The superintendent's student data is based on the average of all teachers in the district.

Overall there was a strong correlation between the student data score and the Danielson rubric at both the elementary school and the high school. At Richardson Elementary there is a strong correlation between local grades and NWEA scores. Administrators sit down with teachers one on one to go over their evaluation and discuss strategies for improvement.

Kathy Erickson reported that the 2016-17 school year got off to a good start. She noted that there are 97 kindergarten students enrolled at the start of the school year. She is excited to begin her 32<sup>nd</sup> year of teaching in Oscoda and her 30<sup>th</sup> year of teaching.

The Board of Education heard no public/general comments.

**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 September 12, 2016 Regular Meeting; the tentative minutes of the Regular Meeting held on Monday, August 8, 2016; and the payment of the General Fund checks #13373 through #13542 totaling \$678,606.41, as recommended by the Superintendent of Schools.

Yeas: Ellis, Johnson, Davis, Kahila, Kellstrom, Reitler, Schlink  
Nays: None  
Absent: None  
Abstained: None  
Motion declared adopted with a 7 – 0 vote.

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**Motion:** by Kahila, supported by Schlink, that the Board of Education approve the 2016-2017 Oscoda High School course offerings as presented and as recommended by the High School administration and the Superintendent of Schools.

Yeas: Johnson, Davis, Kahila, Kellstrom, Reitler, Schlink, Ellis  
 Nays: None  
 Absent: None  
 Abstained: None  
 Motion declared adopted with a 7– 0 vote.

Superintendent Moore reported that the bids for copy machines and maintenance were received and reviewed. References for all companies were positive. The Superintendent stated that he feels service would be more efficient if the district went with a company based in Oscoda. He recommended that the district maintain its relationship with Alexander Business Machines even though the bid was approximately \$3,000 higher than Image Solutions. The Superintendent also recommended that the district purchase the copy machines outright rather than financing them through a lease process. This will save the district approximately \$7,200 if the purchase is financed through a local bank.

**Motion:** by Reitler, supported by Ellis, that the Board of Education award the bid for copy machines and maintenance to Alexander Business Machines, and authorize the Superintendent to purchase the copy machines outlined in the bid specifications, as recommended by the Superintendent of Schools.

Yeas: Davis, Kahila, Kellstrom, Reitler, Schlink, Ellis, Johnson  
 Nays: None  
 Absent: None  
 Abstained: None  
 Motion declared adopted with a 7– 0 vote.

**Motion:** by Schlink, supported by Kahila, that the Board of Education approve the 2016-2017 list of bank account signatures as presented and as recommended by the Chief Financial Officer and the Superintendent of Schools..

Yeas: Kahila, Kellstrom, Reitler, Schlink, Ellis, Johnson, Davis  
 Nays: None  
 Absent: Ellis  
 Abstained: None  
 Motion declared adopted with a 7 – 0 vote.

**Motion:** by Davis, supported by Kahila, that the Board of Education approve the hiring of Linda Skodack as Curriculum Coordinator & Instructional Coach/Content Specialist, as recommended by the Superintendent of Schools and the Administrative Team.

Yeas: Kellstrom, Reitler, Schlink, Ellis, Johnson, Davis, Kahila  
 Nays: None  
 Absent: None  
 Abstained: None  
 Motion declared adopted with a 7– 0 vote.

**Motion:** by Ellis, supported by Kellstrom, that the Board of Education accept the recommendation of the Petition Review Committee to approve the conditional enrollment of Student #1617-001 in the Oscoda Area Schools with a plan for support here.

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Yeas: Reitler, Schlink, Ellis, Johnson, Davis, Kahila, Kellstrom  
 Nays: None  
 Absent: None  
 Abstained: None  
 Motion declared adopted with a 7– 0 vote.

President Johnson stated that the superintendent evaluation information was emailed to all board members. He asked members to review the evaluation tool. The superintendent's evaluation is required to be based 25% on student growth this fiscal year. As with the teacher evaluation, this percentage will move to 60% over the next several years. This data will be based on the average for all teachers in the district. Each domain will be counted 18.75% of the overall evaluation. President Johnson stated that he will be attending the MASB Annual Conference in November and hopes to learn more about the evaluation process.

President Johnson stated that the proposed By-Law changes for the Iosco County Association of School Boards was included in the Board packet. Board members were asked to let President Johnson know if they have any objection to the proposed changes. He noted that the changes were made to reflect what the county board is currently doing.

President Johnson stated that a legislative priority region 2 meeting will be held on October 12, 2016. You can attend this meeting in person at the Traverse Bay Area Intermediate School District. IRESA will be a remote location. The meeting begins at 7:30 p.m. President Johnson and Superintendent Moore will attend at the IRESA.

Superintendent Moore reported

- the resignation of RES Teacher Rebecca Brooks
- the resignation of OHS Part-Time Parapro Barbara Hamilton
- the hiring of High School Secretary Anna Gilbert-Spallinger
- the hiring of dietary staff member Teri McNeil
- the hiring of Freshman Volleyball Coach Alexandria Steffke
- the hiring of Senior Class Advisor Mary Kay Gwizdala
- the hiring of Junior Class Advisor Michelle Johnson
- the hiring of Freshman Class Advisor Theresa Yates
- the termination of the lease with AuSable Valley Community Mental Health for classroom and office space at Cedar Lake Elementary School
- the termination of the lease with Up North Crazy Photography for space at Cedar Lake Elementary School
- the district entered into a cooperative agreement with Iosco County Commission on Aging to provide emergency, backup food preparation resources to continue its Congregate and Home Delivered Meal Programs in the event of an emergency that would restrict the use of their facilities.
- the Athletic Director has recommended lowering the price of admission to athletic events for students from \$5 to \$2 and staff members and all members of their household can attend events at no charge
- the Athletic Director proposed a fee schedule for sponsors to advertise in printed athletic programs
- the District has a lot of painting that needs to be done and he has hired someone to do the painting through PCMI

The Board received:

- a list of 2016-17 probationary teachers
- a listing of Oscoda Area Schools Pillars
- an updated fundraising calendar
- an updated list of volunteers

**Motion:** by, Davis, supported by Kahila, that the Board of Education enter into closed session at 8:03 p.m., for the purpose of discussing employee contract negotiations, as provided for in Section 8(c) of the Open Meetings Act.

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Yeas: Schlink, Ellis, Johnson, Davis, Kahila, , Reitler  
Nays: None  
Absent: Kellstrom  
Abstained: None  
Motion declared adopted with a 6–0 vote.

The Board returned to open session at 8:36 p.m. No action was taken during closed session.

There being no further business for discussion, the meeting was adjourned at 8:36 p.m.

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Edward Davis, Secretary  
Board of Education  
Oscoda Area Schools