

**Minutes of the Oscoda Area Schools Board of Education  
Regular Meeting            Monday, February 11, 2019**

The February 2019 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, February 11, 2019 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 Reitler performed roll call and read the district's Vision, Mission, and Belief statements.

Members Present:                    Ellis, Fulton, Johnson, Reitler, Gaines (arrived at 7:05 PM)  
Members Absent:                    Schlink, Kellstrom  
Student Representative:            Alyssa Pike

During program highlights, OHS Principal Terence Allison reported:

1. The previous school year demonstrated 372 disciplinary referrals, the largest percentage of referrals related to failure to report, followed by tardies.
2. This school year saw a 90% increase in referrals at 708.
3. OHS Assistant Principal, Lauryn Springsteen, took on the responsibility for issuing consequences for referrals at the beginning of the school year. It is understood that this has contributed to the increase in disciplinary referrals this year.
4. Ms. Springsteen presented changes to handling student referrals at a staff meeting earlier this month which included:
  - a. School Resource Officer - Officer Soboleski has taken on a case load of repeat offenders. Officer Soboleski is acting more as a mentor than as a punitive resource.
  - b. There is a push for increased positive communication between staff and parents with a prize pool for demonstrated compliance with at least 10 contacts per month.
  - c. Student referrals will be monitored and reported in the OHS weekly newsletter. This will allow administrators to generate short-term goals to address areas of concern.
  - d. SNAP suspensions were instituted wherein teachers can remove a student from their classroom. The law provides for this, but does require a re-admittance meeting including parents. Absences related to SNAP suspensions will count against truancy and students will be referred to Mary Stanfield for truancy issues as necessary.
  - e. Behavior plans are being instituted more frequently to outline goals for behaviors as well as outlining punitive actions for failure to comply. These consequences include removal of privileges such as driving, athletics, etc.
  - f. Reverse Suspension - Parents will be invited into the student's classroom to help monitor and correct student behaviors.
  - g. Service to School - This approach will replace In School Suspensions and will require students to engage in activities such as washing windows, etc.
  - h. Cultural book talk - will be integrated into the excel period. Officer Soboleski contacted the publisher and they agree to provide copies of the book at a cost of less than 50% of the suggested retail price.
  - i. PD and Training for staff including:
    - i. Upnorth prevention
    - ii. Alpena Community College discussing early middle college

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- j. Team building activities
- k. Tentative Community Agencies Outreach Night

5. Progressive Consequences Rubric – A rubric outlining progressive disciplinary action has been provided to the staff a copy of which will be emailed to the board. This is really what the staff has been looking for to address student behaviors. Essentially this document outlines specific recourse for specific types of incidents.

Secretary Reitler asked about Oscoda students that choose to participate in Alternative Education Academy. Superintendent Moore reported there are 60 students from Oscoda by comparison, Tawas has approximately 49-50 students enrolled. The goal of the Alternative Academy is the ensure that as many students as possible are on track for graduation.

Trustee Gaines asked about the difficulty in setting up re-admittance meetings for SNAP suspensions and the effect of this on student education. Principal Allison reported that SNAP suspensions would last no more than 1 day before students are returned to the classroom to ensure scheduling conflicts with parents do not interfere with student learning.

President Johnson asked if OAS administration would be analyzing behavior data to develop action plans for teachers which Superintendent Moore and Principal Allison confirmed was part of this plan.

During the teacher highlights portion of the meeting, Mrs. Kathy Erickson reported as follows:

1. Feedback from community members and visitors during the recent Wrestling match included: individuals from other districts positively commenting on our facilities and how impressed they were with our Spirit Hall. Further, there were comments regarding how sportsmanlike our athletes were. Additionally, many comments were heard regarding how smoothly our events run in Oscoda compared to other schools.
2. Kathy expressed her appreciation to the board for allowing her to be a standing part of these meetings. In attending a conference in the preceding weeks, Mrs. Erickson shared with her colleagues that she had been granted a standing invitation by the board on the agenda. When discussing this with the aforementioned colleagues, only 1 of 6 was permitted to be added to the board agenda.

President Johnson indicated that he was impressed with Rebeca Brook's snow day challenges. It was reported that many positive comments have been made in this regard

The Board of Education heard no General/Public comments.

**Motion:** by Ellis, supported by Fulton, that the Board of Education approve the Consent Agenda Items which include: the approval of the Agenda for the February 11, 2019 Regular Meeting; the tentative minutes of the Organizational Meeting held on Monday January 14, 2019; and the payment of the General Fund checks #17839 through #18003; except for voided checks #17917 and #17919 through #17943, totaling \$400,197.49 as recommended by the Chief Financial Officer and the Superintendent of Schools.

Yeas: Ellis, Johnson, Reitler, Fulton, Gaines  
Nays: None  
Absent: Kellstrom, Schlink  
Abstained: None  
Motion declared adopted with a 5 – 0 vote.

**Motion:** by Gaines, supported by Fulton, that the Board of Education approve the adoption of policies # 5136 – Personal Communication Devices (Students), # 7530.01 – Board Owned Personal Communication Devices, and Policy 7530.02 Staff Use of Personal Communication Devices as presented and as recommended by the Policy Committee and the Superintendent of Schools.

Yeas: Johnson, Reitler, Fulton, Gaines, Ellis  
Nays: None  
Absent: Kellstrom, Schlink  
Abstained: None  
Motion declared adopted with a 5 – 0 vote.

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President Johnson reported that a CASBA meeting will take place on April 25<sup>th</sup>, 2019 at IRESA. The focus of this meeting will be starting school prior to labor day.

Superintendent Moore reported the following to the Board of Education during Administrative Communications:

- Superintendent Moore led a discussion with the board seeking direction on a proposed sinking fund millage. The Facilities Improvement Committee (FIC) including President Johnson, Superintendent Moore, District General Managers Susan Barnhart and Michael Barnhart, Pastor Hendricks, Jason Livixx, Jana Stepp, and Kurt Foglersonger met on January 23<sup>rd</sup>, 2019 to prepare a recommendation to the Board. It was clarified that the current sinking fund dollars have been allocated already. Stakeholders including local contractors, architects, and technology professionals were engaged to determine what the needs of our facilities are. Dr. Moore expressed that a 10 year sinking fund millage was his recommendation. The proposed sinking fund millage may result in a zero net increase for taxpayers. Research shows that approval ratings are in the 90<sup>th</sup> percentile if districts can demonstrate there will be no increase in property tax rates. Conversely, sinking fund proposals that do call for an increase in property tax rates are only reaching the 58<sup>th</sup> percentile with respect to successful passage. It was further explained that refinancing of current bonds in 2015 and 2016 reduced tax payer and district debt by \$1,128,451. A discussion was held regarding the inclusion of school buses in this sinking fund millage. Superintendent Moore indicated that he intends to include school buses in 2026 when the school attempts to pass a new bond at the expiration of the current bond. An overview of projects completed with the current sinking fund was provided to the Board by Superintendent Moore. Additionally, Superintendent Moore recounted recent projects completed with general fund dollars and grants. Superintendent Moore provided an overview of the tentative sinking fund proposed expenditures at OHS totaling \$4,981,570, RES totaling \$3,087,000, Site Improvements totaling \$413,000, and Technology totaling \$600,000. The total of the proposed renovations equals \$9,081,570. One mil will generate approximately \$6,000,000 over 10 years. Superintendent Moore indicated that the board must pass a ballot resolution at least 150 days prior to the election. According to historical data, the most successful month to hold millages is August. Superintendent Moore explained that in August there are currently 2 proposals scheduled for the ballot; a fire department renewal and a road millage for Oscoda township. The board has indicated they would like to see ballot language at next meeting for a 10 year – 1.23 mil sinking fund proposal.
- Superintendent Moore introduced Gerald Soboleski, School Resource Officer and JV Baseball Coach to the Board of Education.
- President Johnson discussed the process for filling the role of coordinator of payroll and benefits. He expressed that there was a board member interested in applying for the position. Current board policy allows active board members to apply for employment with the district. Superintendent Moore explained that applicants will be completing a skills test followed by engaging in a interview with a team of 6-8 school employees. The position will report to Sean Pear. Once the panel is complete, Superintendent Moore and President Johnson will work with Mr. Pear and Mr. Barnhart to make a final decision on filling this vacancy. Mr. Barnhart indicated that the process should be wrapped up within 8 weeks.
- Superintendent Moore provided an overview of State requirements for school days and hours. At a conference attended by Dr. Moore, The Michigan Department of Education's Superintendent and Governor Whitmer indicated there is little more they can do beyond the existing waiver process. It was explained that it would take a change in law to allow for additional forgiven days. Superintendent Moore indicated he wants to apply for a waiver excusing 3 additional forgiven days and asked that the board to take action on this request. Scott further indicated that 1545 has requested to be paid for 3 additional days of pay for the related snow days. The board then took up the issue for action.

**Motion:** by Ellis, supported by Fulton, that the Board of Education apply for a waiver of 3 additional forgiven days and pay 1545 and all hourly employees for the 3 additional waived days

**Yeas:** Johnson, Reitler, Fulton, Gaines, Ellis

**Nays:** None

**Absent:** Kellstrom, Schlink

**Abstained:** None

Motion declared adopted with a 5 – 0 vote.

- Superintendent Moore continued the administrative communications indicating that the District's Strategic Improvement Plan has launched and is now live on our website.

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- Rebecca Brooks presented information to the board regarding her visit to Brighton Schools on 1/20/19. The purpose of this visit was to learn about their therapy dog program. Mrs. Brooks shared a pamphlet on the program with the Board and explained that Brighton has run this program for 10 years. It cost Brighton \$10,000 for the first year of a dog's service and they have not incurred any direct costs as a result of this program. This program funding has been donated by various local businesses including veterinary clinics. The board indicated that they would be supportive of pursuing this program in the future.
- Superintendent Moore informed the board OAS will be entering into an agreement with Tenurgy. The purpose of this agreement is to audit our utility bills to determine if there were any miscalculations in the billing data. If found, Tenurgy will pursue reimbursement and split the findings with OAS equally.
- Superintendent Moore expressed to the board that the Grand Opening of Owls Nest branch of Alpena Alcona Area Credit Union (AAACU) is slated for 2/14/19 and the Board Members are invited to attend.
- Superintendent Moore announced the hiring of Elizabeth Roy as the OHS Secretary replacing Anna Spallinger, Tucker Whitely as JV Softball Coach, and Part-Time Custodian Earnest Nahgahwon.
- Superintendent Moore indicated there may not be a JV softball team due to lack of student participation.
- Superintendent Moore thanked Penny Hutchinson, Marilyn Johnson, Shelley Revord, and Alona Smith for their service as they have announced early retirement plans for this year.

There being no further business for discussion, the meeting was adjourned at 8:54 p.m.

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Mary Reitler, Secretary  
Board of Education  
Oscoda Area Schools