



Board of Education Agenda
May 28, 2025
5:35 pm Second Regular Meeting

Washington Campus Gymnasium
645 Alger Street
Owosso, Michigan 48867

1. Call to Order

2. Pledge of Allegiance

3. Building Reports

Recognition of Retirees
OPS Foundation
Student Representative Report – Paige Davis

4. Board Correspondence:

Superintendent's Report
Curriculum Director's Report

5. Public Participation

6. For Action

Consent Agenda:		
April 23, 2025 Board of Education Regular Meeting Minutes-----	Report 24-121	Page 3
April 23, 2025 Board of Education Closed Session Minutes-----	Report 24-122	At Place
May 14, 2025 Board of Education Committee Meeting Minutes-----	Report 24-123	Page 16
May 14, 2025 Board of Education Closed Session Minutes-----	Report 24-124	At Place
Current Bills-----	Report 24-125	Page 27
Financials-----	Report 24-126	Page 36
ESS Midwest 2025-26 Contract Renewal-----	Report 24-127	Page 40
Approval of Communicable Disease Health Material-----	Report 24-128	Page 55
Shiawassee RESD General Fund Budget 2025-26-----	Report 24-129	Page 57
Shiawassee RESD Biennial Election-----	Report 24-130	Page 64
Approval of Board Norms-----	Report 24-131	Page 69
Approval to Update Superintendent Contract Schedule A Index-----	Report 24-132	Page 73
Bond Election Resolution-----	Report 24-133	Page 75
Personnel New Hire-----	Report 24-134	Page 80

7. For Future Action

Baker College Pathways 2025-26 Contract Renewal-----	Report 24-135	Page 83
OHS, FFA Out of State Travel, Indianapolis, IN-----	Report 24-136	Page 94
Core Literacy Curriculum-----	Report 24-137	Page 97
Approval to Lease Buyout Two Buses-----	Report 24-138	Page 99
Michigan Works Contract 2025-26-----	Report 24-139	Page 101
2024-25 Final Budget Revisions-----	Report 24-140	Page 119
2025-26 Original Budget Adoption-----	Report 24-141	Page 121
Declaration of Obsolete Material-----	Report 24-142	Page 124
ILC Handbook-----	Report 24-143	Page 126

8. For Information

Personnel Update-----	Report 24-144	Page 129
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9. Public Participation

10. Board Comments: Board Member Comments/ Updates

11. Upcoming Board Meeting Dates:

June 11: Board of Education Committee of the Whole Meeting, 5:30PM, Washington Campus Conference Room 112
June 25: Board of Education Regular Meeting, 5:30PM, Washington Campus Gymnasium

Upcoming Important Dates:

May 29: LHS Graduation, 6:00PM, PAC
May 31: 8th Grade Awards Ceremony, 6:00PM, PAC

May 31: 8th Grade Spring Fling Dance, 7:00PM, OHS Gymnasium
June 4: 5th Grade Graduations, Central 5:30PM, Bryant 6:15PM, Emerson 7:00PM, PAC
June 5: Kindergarten Celebrations, Bryant 9:00AM, Emerson 9:15AM, Central 10:00AM, Gymnasiums
June 5: Half Day for All Students: Last Day of School

12. Closed Session: Attorney-Client Privileged Information

13. Adjournment

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting. Board Policy 0166

BOARD GUARANTEE (Adopted May 2006)

We have been elected by the members of our community and choose to serve our fellow citizens to deliver the best possible programs and services to our children.

Therefore, we guarantee that:

We will serve with pride. We have been given the opportunity to make a difference in the lives of children and the quality of life in our community, and we are proud to accept that challenge.

We will treat students, parents, citizens, staff and fellow board members with dignity and respect.

We will be informed, knowledgeable and prepared before making decisions that affect the education of students. We will stay up-to-date so that our decisions will be based on the most recent information. We will model our belief that learning is a lifelong process.

We will do our part to work as a team with administrators, teachers, support staff, parents, students and citizens so that the entire learning atmosphere of our school will be one of warmth and caring. We will do this by becoming a part of district committees such as cross-functional, professional governance council (PGC) and many more.

We will maintain the policy making role of the Board and represent this to the constituents of the district by informal communications and referral to the proper channels for consideration of concerns and suggestions.

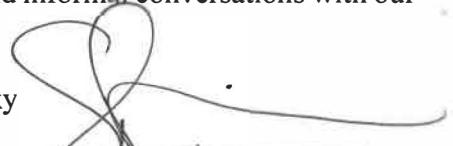
We will be enthusiastic and energetic in our support of the work in our schools by students, staff and volunteers. We will model this behavior by attending school sponsored events and working toward board certification through class work.

We will represent and reflect all segments of the community and base our decisions on sound policy and ethical principle that is in the best interest of all students. We will do this by basing our decisions on data and survey work on an annual basis. We will also take the time to have formal and informal conversations with our community.

Marlene Webster
President



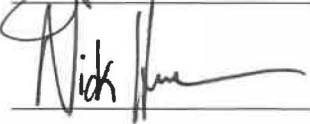
Shelly Ochodnick
Vice President



Olga Quick
Treasurer



Nick Henne
Secretary



Rick Mowen
Trustee



Adam Easlick
Trustee



John Pappas
Trustee





OWOSSO PUBLIC SCHOOLS

Ready for the World

BOARD OF EDUCATION NORMS

- Open, Honest, and Timely Communication
- Prepared
- Committed
- Unified
- Disagree Without Conflict
- Punctual (notify if absent)
- Responsive (48 hour rule)
- Students First
- No Surprises



Public Participation at Board Meetings Statement

The Board of Education is a public body and recognizes the value of public comment on educational issues. Time has been included in the meeting's agenda for public participation. Members of the audience are reminded that they should announce their name and group affiliation when applicable and to limit their participation time to three minutes or less. Comments should be directed to the Board and be relevant to the business of the Board of Education. This is not an opportunity for dialogue with the Board of Education. The rules of common courtesy should also be observed.

For Action

April 23, 2025 Board of Education Regular Meeting Minutes

OWOSSO PUBLIC SCHOOLS
Board of Education Minutes
Regular Board Meeting Minutes
April 23, 2025
Report 24-121

Present: Adam Easlick, Nick Henne, Rick Mowen, Shelly Ochodnicky, John Pappas, Olga Quick
Absent: Marlene Webster

Vice President Ochodnicky called the Board of Education Meeting to order at 5:30 p.m. The meeting was held at the Washington Campus Administration Building, 645 Alger St, Owosso, MI 48867.

Pledge of Allegiance

Building Reports

Superintendent Brooks welcomed Owosso High School Principal, Dr. Dallas Lintner, to recognize the highest honors graduates from the Class of 2025. At Owosso High School, students who have earned a cumulative GPA of 4.0 or higher receive this prestigious recognition. This year, 18 outstanding seniors have achieved this distinction.

These top honor graduates are: Charles Agnew, Zeria Barnhill, Jason Beckwith, Emily Easlick, Gavin Fedewa, Owen Feldpausch, Jenna Lang, Desiree Mofield, Carson Moore, Evan Norton, Joshua Pearl, Sophia Reyes, Matthew Shattuck, Tyler Strauch, Michael Woodworth, Weston Yoho, Danielle Zelenka, and Elijah Zerod-Ely.

Following this, Superintendent Brooks invited Mrs. Carrie Rugenstein, Principal of Lincoln Alternative High School, to recognize Lincoln's top graduates. Six students earned special recognition for their academic achievements at Lincoln: Zackary Beard, Miracle Stewart, Miah Holbrook, Elizabeth Henderson, Da'Shona Wilbourne Little, and Maliki Clifford.

Superintendent Brooks then asked the proud parents, grandparents, and supporters of these remarkable students to rise and be recognized for their essential role in helping these graduates reach such an important milestone.

Superintendent Brooks invited Dr. Dallas Lintner to return to the microphone to help recognize a special student, Warren Regoni. Mr. Brooks expressed how proud the district is of Warren and noted that while he wouldn't spoil the story, it was one worth hearing directly from Warren himself.

Before inviting Warren to speak, Dr. Lintner reflected on Warren's journey. He shared that when Warren transferred to Owosso High School two years ago, there were initial concerns due to past impulsive decisions. However, echoing Principal Rugenstein's earlier message about clean slates and second chances, Dr. Lintner emphasized how proud he is that Owosso was able to offer Warren that opportunity.

From the moment Warren arrived, he made a strong and positive impression, building connections with staff and peers and showing consistent growth. Dr. Lintner described Warren as vibrant, personable, and determined, noting that he has matured into a strong young man. A particularly memorable moment was when Warren's Marine Corps recruiter surprised him during the school day to officially sign his enlistment papers—an emotional and impactful step in his journey.

Warren then addressed the board, sharing his story with honesty and gratitude. He spoke about his past, growing up near Detroit and making mistakes that led to time in juvenile detention. He credited his father as a significant influence in his turnaround, describing how working on cars together helped him heal and find purpose.

After moving to Owosso with his father, Warren joined OHS, worked hard to rebuild his future, and didn't let setbacks define him. Given a third chance by Mr. Brooks and the support of the staff, Warren stayed focused and is now on track to graduate. He proudly announced that he will join the United States Marine Corps as a diesel mechanic—a dream that ties back to his childhood and passion for working on cars.

Warren closed by sharing a touching memory of receiving a 1990 Mustang from his great-grandfather when he was 12, with the promise that he could drive it only if he graduated. He's held onto that goal ever since and is now making it a reality.

Vice President Ochodnicky also noted that Warren was recently honored at Kiwanis as a "Rise and Shine" recipient, where the community celebrated his story. She thanked Warren for his courage, growth, and service to our country, closing with heartfelt congratulations on behalf of the entire district.

Superintendent Brooks invited Athletic Director Nick VanDuser and Danica to the microphone to recognize her exceptional accomplishments on and off the court. Danica was named All-State Honorable Mention this past season by multiple prestigious outlets, including the Associated Press, Detroit News, Detroit Free Press, and the Basketball Coaches Association. In addition to these statewide accolades, she also earned Academic All-State honors—an impressive testament to her academic and athletic commitment.

Danica made history this season by becoming the first female athlete at Owosso High School to join the 1,000-Point Club, finishing the season with 1,011 career points. But her achievements didn't stop there. She set or broke several records, including:

- Most points in a single season: 453 (previous record: 375)
- Free throws attempted in a season: 166 (previous: 111)
- Free throws made in a season: 130 (previous: 89)
- Career 3-pointers made: 84 (previous: 62)
- Career free throws made: 259 (previous: 136)

Danica is a three-sport varsity athlete, competing in volleyball, basketball, and softball throughout high school. She's been a varsity letter winner every year in all three sports. In basketball, she was named Flint Metro League First Team All-Conference. Also, she led the entire league in scoring—a remarkable achievement given the depth of talent across the conference.

Danica thanked her parents, Cathy and Jeremy Dwyer, for their unwavering support.

Superintendent Brooks introduced Darrick Huff and Dave Warner, representatives from Spicer and Clark Construction, who reviewed the facility assessment and community feedback gathered over the past several months. The team evaluated all district buildings beginning in January 2025 and identified over 300 scope items totaling approximately \$120 million in infrastructure needs. This study provides a far more comprehensive view than previous sinking fund assessments.

The proposed plan would involve spreading improvements across three years—2027, 2028, and 2029—at approximately \$11 million annually, starting with examples like 27 scope items at Bryant Elementary.

The district held 12 public meetings in March and April and received input from over 600 community participants. Feedback was gathered using interactive methods, such as participants placing sticky notes on projects they supported.

Community priorities were categorized into four quadrants based on support levels. Projects with strong support included:

- HVAC/boiler upgrades
- Parking lot and sidewalk replacements
- Roof replacements
- Restroom renovations
- Asbestos abatement (non-hazardous, but proactive removal supported)

Projects with low support included competitive field upgrades and artificial turf at Willman Field.

The community is aligned with improvements that provide warm, safe, and dry learning environments, supporting infrastructure that directly impacts student and staff well-being.

Superintendent Brooks outlined the timeline moving forward:

- May: Finalize scope and develop ballot language with PFM (Public Financial Management)
- Before Memorial Day: Submit to the Department of Treasury for review
- May Board Meeting: Present final proposal for board review and future action
- June: Vote to place bond proposal on the November ballot

The proposal would involve no increase in the current 4.7 mills tax rate, only an extension from 2046 to 2053.

Vice President Ochodnicky shared feedback from a Kiwanis presentation, noting strong community support and appreciation for the inclusive process. Over 600 participants engaged meaningfully. She reinforced that this is a responsible ask, aligned with regional standards, and not an extraordinary request.

Treasurer Quick asked whether a detailed project implementation timeline could be shared publicly. Darrick Huff confirmed that a yearly phased plan will be developed, outlining specific projects by location and category (e.g., classroom, bathrooms), based on community input, district priorities, and funding availability. Although subject to minor changes, the bond application will include transparent, itemized details.

Madison Strauss presented this month's student representative report, highlighting a variety of exciting updates and accomplishments across OHS.

The National Honor Society will host a car wash fundraiser at Advance Auto Parts on April 25 from 3:30 to 5:30 p.m. All proceeds will support upcoming service projects led by NHS members.

The OHS Drama Club is preparing for their next production, *Puffs*. Auditions will be held on April 29 at 3:00 p.m., and all students interested in performing are encouraged to participate.

Evelyn Harrand and Barrett Yoho have been slated as Regional Secretaries for FFA. Even more exciting, Paige Davis and Aubrey Boggs have been elected State FFA Officers for the 2025–2026 term. Paige will be serving her second term, this time as State President.

Vibrissa School of Cosmetology will hold an open house for incoming students on April 22 at 6:30 p.m. This event is an excellent chance for students to explore cosmetology as a career path and connect with program staff.

Prom season is here, and this year's Prom Court has been announced. Prom Queen candidates are Zeria Barnhill, Kyle Ashley Bermudez, Lauren Collard, Desiree Mofield, and Danielle Zelenka. Running for Prom King are Wyatt Boggs, Simon Erfourth, Mason Maurer, Carson Moore, and Weston Yoho.

Mr. Klapko's business class took a field trip to a Detroit Tigers game, where they explored the business operations behind professional sports.

The recent Pure Pro Wrestling fundraiser and school assembly, hosted by the OHS Drama Club, was a huge success.

At last week's Blue and Gold Awards, 73 seniors were honored for achieving a cumulative GPA of 3.5 or higher. In addition, 18 students were presented with Starfish Awards for their meaningful contributions to the school community.

Ms. Strauss concluded her report congratulating junior Gabi Hufnagel, who broke the school record in the 300-meter hurdles.

Board Correspondence

Superintendent Brooks began his report by thanking Dr. Dwyer for stepping in to lead last month's board meeting in his absence. He announced that Staff Appreciation Week will be celebrated districtwide from May 5–9. While the week coincides with National Teacher Appreciation Week, Owosso takes the opportunity to recognize all staff members, with special treats and surprises planned throughout the week.

Owosso Public Schools was recently honored with eight "Best of the Best" awards by the *Argus Press*, including:

- **Best Daycare:** Bentley Bright Beginnings
- **Best Elementary School:** Central Elementary
- **Best Principal:** Mrs. Bridgit Spielman
- **Best Teacher:** Mrs. Jackie Buza at Emerson
- **Best Law Enforcement Officer:** Officer Dave Stone
- **Best Coach:** JoEllen Smith (Girls Softball)
- **Best Middle School:** Owosso Middle School
- **Best High School:** Owosso High School

Photos are being taken this week to celebrate the winners. Officer Stone was so excited that he took the evening off, with Officer Schmitz filling in.

Mr. Brooks also acknowledged Administrative Professionals Day on April 23, extending heartfelt thanks to Stephanie and all office managers for their outstanding work and keeping operations smooth across the district.

Several academic and extracurricular highlights were shared. OHS teacher Kevin Moore received the "Heroes in Education" award from Saginaw Valley State University, honoring alumni who serve the profession with distinction. This week, a professional video recognizing this achievement will be shared in board communication.

Graduation-related information has been shared via a newsletter from Dr. Lintner, and all event dates and locations are being distributed to board members again for easy reference.

In athletics, both the varsity boys' and girls' basketball teams were recognized for academic excellence. The boys earned Academic All-State with a collective GPA of 3.81—the second highest in Division II—while the girls also earned Academic All-State with a 3.71 GPA. Brooks emphasized their success both on the court and in the classroom.

Senior Athletic Awards will be held on Monday, May 19, at 7:30 p.m. in the PAC. Meanwhile, middle school students left at 2 a.m. for their Washington, D.C. trip and arrived safely. Parents are engaging through livestreams of key moments, such as the Tomb of the Unknown Soldier

ceremony. The 8th Grade Awards Ceremony is scheduled for May 31, from 6–7 p.m., followed by the Spring Fling dance from 7–9 p.m.

Lincoln High's zoology class will visit the Detroit Zoo on May 5, and the school has achieved Level 1 Green School certification. Fifteen alternative education students will attend the MAEO Stars College and Career Competition at Delta College on May 15, competing in areas like art, critical thinking, and community service.

Central School's unified basketball team is visiting elementary schools and planning a Mother's Day Makeover event on May 9. At Bryant, a recent Family Fun Night drew over 700 attendees with support from 50 volunteers. The school also launched a Morning Mile Club for second graders and recently held 3rd and 4th grade concerts at the PAC.

Recorder concerts are taking place across the district, and Emerson is hosting its own Family Fun Night and Book Fair this Friday, with active PTO and parent support. Emerson also received a landscaping refresh for Earth Day thanks to Sunburst Gardens. Students continue to earn rewards at the Trojan Store through PBIS.

Bentley Bright Beginnings has launched its first-ever PTO, hosted a movie night attended by 15 families, and sent four teachers to an early childhood conference. The Bryant PTO recently sponsored their treat trolley.

Food service is gearing up for the Meet Up and Eat Up summer meal program, which will serve thousands of meals at Bryant, Emerson, and the secondary campus.

Operations teams are preparing sports fields and facilities for spring events, drawing praise from visitors. Transportation recently received a long-awaited bus ordered back in October, which took its maiden trip transporting middle school students to the airport. New Tyler Technologies systems are being installed this week, with training for drivers underway and full implementation expected by fall. The district also hired a new bus driver.

Lastly, Brooks shared a heartwarming update. Lowell George, a postcard pen pal from Stockton, California, sent a thank-you note after receiving an Owosso swag bag. His note read: "Thank you, your friend, Lowell in Stockton." It was a delightful surprise that capped off a hectic and rewarding month.

Dr. Dwyer shared several key updates during her recent report. Spring testing is currently taking place across all district levels. She extended gratitude to the testing coordinators—Lance Little, Carrie Warning, Penney Wakefield, Gizelle Ross, and Leah Collins—as well as elementary principals and the technology department for their vital collaboration and attention to detail, contributing to a smooth testing process.

The staff participated in a book discussion last Thursday after school to wrap up March, Reading Month. About 20 staff members joined in on this engaging conversation, with special thanks to Erin Moore for leading the event and fostering a reflective and energizing atmosphere.

The second round of elementary literacy pilot programs will conclude next week. Afterward, teachers will engage in final discussions to decide which program best supports student needs. Once a decision is made, planning will begin for summer implementation and fall professional development to ensure a successful rollout.

In support of writing instruction, Jenny LaMay has played a central role in implementing The Writing Revolution strategies. She worked with OMS Science and Social Studies teachers earlier this year and has recently begun supporting elementary teachers post-spring break. Teachers have had the opportunity to observe Jenny modeling strategies in their classrooms, and positive feedback has been noted. The district plans to expand this initiative into the 2025–2026 school year.

Dr. Dwyer announced that Owosso Public Schools will host the Michigan Math Recovery Specialists Network at Emerson Elementary on May 20, 2025, from 12:00 to 3:00 PM. The visit will include classroom observations, demonstrations of math intervention strategies, and a structured debrief. Around 30 guests from across the state are expected to attend, providing an opportunity to showcase the district's math interventions and collaborate with educators statewide.

Public Participation

Vice President Ochodnicky stated that the Board of Education is a public body and recognizes the value of public comment on education issues. Time has been included in the meeting's agenda for public participation. Members of the audience were reminded they should announce their name and group affiliation when applicable and to limit their participation time to three minutes or less. Comments should be directed to the Board and be relevant to the business of the Board of Education. This is not an opportunity for dialogue with the Board of Education. The rules of common courtesy should also be observed.

The following participants addressed the Board:
None

For Action

- Moved by Easlick, supported by Mowen, to approve March 26, 2025, Regular Meeting Minutes, April 9, 2025, Committee Meeting Minutes, Current Bills, and Financials as presented. Secretary Henne conducted a roll call vote. Ayes: Pappas, Quick, Henne, Easlick, Mowen and Ochodnicky. Nays: None. Webster was absent. Motion carried unanimously.

For Future Action

- The Board will be asked to authorize the Superintendent to sign the proposed contract with ESS Midwest (formerly PCMI/Willsb) for the 2025-2026 fiscal year. Moved by Mowen, supported by Easlick, to move to For Action at the May 28, 2025, Regular Board Meeting. Motion carried unanimously.

- The Board will be asked to authorize the Superintendent to proceed with the Server System Upgrade project, which will significantly improve both safety and operational efficiency. Moved by Mowen, supported by Henne, to move the Server System Upgrade Project from Future Action to For Action and approve the Server System Upgrade Project. Secretary Henne conducted a roll call vote. Ayes: Pappas, Quick, Henne, Easlick, Mowen and Ochodnicky. Nays: None. Webster was absent. Motion carried unanimously.
- The Board will be asked to approve the Communicable Disease Health Material. Moved by Easlick, supported by Mowen, to move to For Action at the May 28, 2025, Regular Board Meeting. Motion carried unanimously.

For Information

Superintendent Brooks announced the following personnel changes:

Accepted Positions

Alisanne Gordon has accepted the Sub Monitor position at Bryant.

Hannah Spencer has accepted the Monitor position at Bryant.

Dannielle DeFrenn has accepted the Custodian position at OMS.

Jordan Lanning has accepted the Custodian position at Bryant/Central.

Resignations

RyAnne Hetfield, Paraprofessional at Bryant has resigned effective March 28, 2025.

Public Participation

Vice President Ochodnicky stated that the Board of Education is a public body and recognizes the value of public comment on education issues. Time has been included in the meeting's agenda for public participation. Members of the audience were reminded they should announce their name and group affiliation when applicable and to limit their participation time to three minutes or less. Comments should be directed to the Board and be relevant to the business of the Board of Education. This is not an opportunity for dialogue with the Board of Education. The rules of common courtesy should also be observed.

The following participants addressed the Board:

None

Board Comments

Trustee Mowen shared his appreciation for the recent Blue and Gold event, which honored top students in the district. He expressed how impressed he was by the 18 students who presented their Starfish Awards, noting their eloquence and the leadership qualities they displayed. He also acknowledged the few who were briefer, appreciating their sincerity nonetheless.

He emphasized these students' remarkable talent and dedication in academics, athletics, and extracurricular involvement. He highlighted their ability to multitask and show up with commitment, which future employers highly value, traits he believes are essential for strong leadership.

Trustee Mowen also thanked Mr. DeLong for safely escorting the eighth-grade students to Washington, D.C., and back. He shared a personal story about his granddaughter, who had the honor of helping place a wreath at the Tomb of the Unknown Soldier. He described how meaningful and dignified the experience was for her and all the students involved. He noted how powerful it is for young people to experience living history and witness the sacrifices made for our country firsthand.

Looking ahead to next month's graduation of 180 seniors, Trustee Mowen again emphasized the importance of education in shaping individuals and the nation. He reflected on Michigan's long-standing commitment to public education, even before statehood, and praised the district's approach—teaching the basics and encouraging students to think critically, ask questions, and engage with the world thoughtfully.

He closed by expressing his pride in the district and the strong foundation it provides, stating that these young people are well-prepared for the future as Owosso graduates.

Trustee Easlick extended heartfelt congratulations to the top graduates from Owosso High School and Lincoln High School—18 and 6 students, respectively—recognizing their hard work and dedication.

He gave a special shout-out to Warren, applauding him for overcoming challenges and finishing his senior year strong, including earning straight A's. He also congratulated Danica Dwyer for her many accomplishments, noting her impressive involvement.

Lastly, he thanked Madison for consistently informing the board about everything happening at the high school level.

Treasurer Quick echoed the congratulations extended to the graduates of Lincoln High School and Owosso High School, offering a special acknowledgment to Warren. Although she doesn't know him personally, she admired his story and hoped he might one day share it with others, as she believes it could have a powerful impact.

She reflected on Superintendent Brooks' theme of "*our story*," noting how deeply it resonated during the Starfish Award presentations. The students' reflections highlighted the importance of relationships; many recognized individuals who had supported them since elementary school. She emphasized that these everyday connections make a lasting difference in students' lives.

Treasurer Quick congratulated Danica, Mr. Moore, and the Lincoln High School team on their accomplishments.

On a personal note, she shared her excitement and pride as a mom—her son, a member of a Milwaukee community choir, will be performing as part of an ensemble at the NFL Draft. His performance will air on the NFL Network at 6:39 p.m.

Secretary Henne noted that much of what he wanted to say had already been shared. However, he added how exciting it is to hear about all the recent athletic achievements and student field trips, especially the Washington, D.C. trip—an incredible opportunity and honor for those involved.

He took a moment to wish a happy Administrative Professionals Day to Stephanie and all others who help keep things running behind the scenes.

Secretary Henne also expressed enthusiasm about finally receiving the facilities assessment report. Though he had seen an early preview, he's looking forward to reviewing the full report and is eager to help move that work forward.

Vice President Ochodnický shared a heartfelt reflection, noting that after raising five children through the district, she's attended her fair share of recorder concerts—some of which were, as she fondly put it, “painful but sweet.” She recently attended her granddaughter's fourth-grade concert at Central and was thoroughly impressed. She praised music teacher Sophie Hilliard for her professionalism, organization, and the way she had the students well-prepared and dressed for the performance. It was a memorable and impressive event.

She also shared a personal story about her daughter, who went on the Washington, D.C. trip years ago and still vividly remembers visiting the Holocaust Museum. That experience left a lasting impact, and Vice President Ochodnický expressed her appreciation for the tradition, which continues today. She emphasized how meaningful it is for students, especially those who may not often leave the community, to have such powerful learning experiences.

She closed by thanking everyone involved in making those opportunities possible.

Meeting Updates:

- May 14: Board of Education Committee of the Whole Meeting, 5:30PM, Washington Campus Conference Room 112
- May 28: Board of Education Regular Meeting, 5:30PM, Washington Campus Gymnasium
- June 11: Board of Education Committee of the Whole Meeting, 5:30PM, Washington Campus Conference Room 112

Important Upcoming Dates:

April 26: OHS Prom, 6:00PM, Golden Glow in St. Charles

April 29: OHS Band Concert, 7:00PM, PAC
 April 30: OMS Band Concert, 7:00PM, PAC
 May 9: Cabaret, 7:00PM, PAC
 May 10 Cabaret, 7:00PM, PAC
 May 11: OHS Art Show, 11AM-1PM, PAC
 May 11: Cabaret, 2:00PM, PAC
 May 14: 5Th Grade Combined Band Concert, 7:00PM, PAC
 May 16: OEA Retirement Banquet & Celebration, 5:00PM, Comstock Inn & Conference Center
 May 19: Senior Cookout, 10:00AM, OHS Courtyard
 May 19: OHS Athletic Awards, 7:30PM, PAC
 May 20: OHS Honors Convocation, 7:00PM, PAC
 May 21: OHS Graduation, 7:00PM, Willman Field, May 22nd, Rain Date
 May 23: Half Day for All Students: Teacher Work Day (optional)
 May 26: No School: Memorial Day
 May 27: Bentley Bright Beginnings Preschool Graduation, 6:00PM, PAC
 May 29: LHS Graduation, 6:00PM, PAC
 May 31: 8th Grade Awards Ceremony, 6:00PM, PAC
 May 31: Spring Fling Dance, 7:00PM, OHS Gymnasium

Closed Session

Moved by Mowen, supported by Quick, to move into closed session at 6:37 p.m. for contract negotiations. Motion carried unanimously.

Moved by Quick, supported by Pappas, to move back into open session at 7:12 p.m. for the purpose of adjournment. Motion carried unanimously.

Adjournment

Moved by Mowen, supported by Easlick, to adjourn at 7:13 p.m. Motion carried unanimously.

Minutes recorded by Stephanie Goetzinger

Respectfully submitted,

Nick Henne, Secretary

April 23, 2025 Board of Education Closed Session Minutes (At Place)

May 14, 2025 Board of Education Committee Meeting Minutes

OWOSSO PUBLIC SCHOOLS
Board of Education
Committee of the Whole Meeting
May 14, 2025
Report 24-123

Present: Adam Easlick, Nick Henne, Rick Mowen, Shelly Ochodnicky, John Pappas, Olga Quick, Marlene Webster

Absent:

President Webster called the Board of Education Meeting to order at 5:30 p.m. The meeting was held at the Washington Campus Administration Building, 645 Alger St, Owosso, MI 48867.

Pledge of Allegiance

Public Participation

President Webster stated that the Board of Education is a public body and recognizes the value of public comment on education issues. Time has been included in the meeting's agenda for public participation. Members of the audience were reminded they should announce their name and group affiliation when applicable and to limit their participation time to three minutes or less. Comments should be directed to the Board and be relevant to the business of the Board of Education. This is not an opportunity for dialogue with the Board of Education. The rules of common courtesy should also be observed.

The following participants addressed the Board:
None

Spicer/Clark Project Presentation

The meeting began with a presentation by Dave Warner of Clark Construction and Darrick Huff of the Spicer Group, outlining the proposed bond scope of work. The team collaborated closely with Spicer Group, Clark Construction, and district leadership to refine the project list based on extensive community engagement, including over 600 survey responses and multiple in-person sessions. While the comprehensive facility assessment identified nearly \$120 million in infrastructure needs across ten buildings, the bond funding is limited to \$35 million. As such, the plan focuses on addressing the most urgent and essential infrastructure items.

Dave Warner explained that the proposal covers approximately 30% of the identified needs, prioritizing aging infrastructure and critical systems rather than cosmetic upgrades. The primary goal is to keep students safe, warm, dry, and to ensure that district facilities remain functional and educationally effective. Projects were selected based on urgency and the potential impact on daily operations. The work is scheduled to be phased over three years—2027, 2028, and 2029—with escalation costs factored into all estimates to maintain fiscal accuracy.

A breakdown of the budget was provided, with funding allocated across multiple sites: Bentley Bright Beginnings (\$1.7 million), Emerson (\$2.2 million), Bryant (\$2.1 million), Central (\$2.9 million), and the high school (\$8.7 million). Additional investments include Washington (\$1 million), Jerome (\$500,000), the new Transportation and Maintenance Facility (\$5.1 million), and Cedar Street Warehouse (\$212,000). Technology and furniture updates are also included, specifically new elementary-level furnishings to ensure equity across campuses. The total comes to approximately \$34.6 million—just under the \$35 million target.

The team highlighted how several elements of the plan had to be scaled back to stay within budget. For example, a planned three-classroom addition at Bentley was reduced to two classrooms to free up funds for other needs. Emerson's scope includes replacing deteriorated exterior finishes with durable composite panels, repairing the roof, replacing the aging boiler system, and updating parking and sidewalk infrastructure, particularly at the Dewey bus loop.

At Bryant, the proposed improvements include restroom renovations, gym roof replacement, replacing the yellow-painted fascia, and full ceiling replacement. A secure vestibule will be constructed to enhance school safety, and fencing will be installed around the playground. The high school project will tackle long-standing issues with the sawtooth roof over the cafeteria and former media center, overhaul pool mechanical systems, remove problematic skylights, and resurface the freshman parking lot. The pool work, scheduled for 2029, includes a full mechanical replacement through a design-build approach, with significant escalation costs included due to its timing and complexity.

Washington and Lincoln will receive restroom upgrades, secure vestibule improvements, plumbing replacements (due to galvanized water lines), minor electrical updates, and new classroom furniture, particularly for the alternative high school at Lincoln. At Jerome, the existing transportation facility will be demolished and replaced with a parking lot to support Willman Field and future development. The current building is flood-prone and beyond cost-effective renovation.

At the Cedar Street warehouse, the deteriorating structure will be demolished and the area paved. This building is no longer viable, and its removal reflects the district's commitment to responsible property management.

The new Transportation and Maintenance Facility will consolidate operations into a 10,000-square-foot building, down from an earlier plan for two buildings totaling 14,000–15,000 square feet. The streamlined design includes shared amenities like a single restroom and break room, and will feature covered canopies for 12 buses. This addition will improve vehicle maintenance efficiency and protect the fleet from weather-related wear. The site will be equipped with appropriate technology and basic furnishings.

Board members expressed concerns about how the bond would be received by the public, especially given recent tax-related developments in the City of Owosso. Clarification was requested on what percentage of the district falls within the city limits, as well as how the proposal would affect surrounding townships such as Owosso Township and Caledonia

Township. While precise numbers were not available, it was acknowledged that all regions served by the district would benefit from the proposed improvements.

Discussion turned toward long-term planning. The new transportation facility, located near the high school, supports the district's master planning efforts by centralizing services and preparing for future construction. This central location is ideal for potential additions, such as a future elementary school, should the need arise. Several board members emphasized that the district should move forward with efforts to sell or repurpose surplus properties like Cast Street, Cedar Street, and Green Meadows. These buildings are no longer in use and are costing the district money to maintain. Their sale or redevelopment could reduce overhead and demonstrate fiscal stewardship to the community.

The board also discussed the increasing demand for early childhood education. Enrollment at Bright Beginnings fills within the first week of each year, and many families are placed on waiting lists. Additional GSRP (Great Start Readiness Program) classrooms have opened at private providers in the area, but there is still unmet demand. The two additional classrooms proposed at Bentley would be filled immediately, supporting long-term student retention and expanding access to high-quality preschool education.

On the technical side, Darrick Huff explained that all proposed bond-funded projects must comply with the State Treasury's useful life requirements. For instance, roofs are rated for 20 years, boilers for 30 years, and parking lots for 30 years, although the board questioned the realism of that duration. Furnishings and equipment have a useful life of 10 years, and technology just 5 years. This analysis is critical to ensure bond funds are not used to pay for items beyond their lifecycle, and it is part of the application being submitted to Treasury.

The meeting concluded with a reminder of the timeline: the Treasury review is scheduled for May 23. The formal bond language will be read at the May 28 board meeting, and the board is scheduled to vote to place the bond on the ballot at its June 25 meeting. A draft version of the ballot language has been shared with legal counsel and is currently being refined to meet legal standards while maintaining clarity and flexibility.

2025 SRESB Biennial Election

2025 is an election year for the Shiawassee RESD. Superintendent Brooks took time and reviewed the process with the board. Our next board meeting will be a little different than usual due to the requirements of the biennial election. Every two years, we are required to follow a specific process that includes holding two separate board meetings in May. These meetings can be scheduled back-to-back on the same day, but they must be conducted as distinct, individual meetings.

The first of these meetings is held to consider the designee resolution. During this time, the board must discuss and identify individuals who will serve as the district's representative and alternate for the SRESB election.

After the first meeting is adjourned, we will immediately begin the second meeting. This is when the board will vote to officially appoint our representative and alternate for the election. That decision—approved by board resolution—must then be submitted to the RESD no later than June 1.

Board Norms Review and Update

Superintendent Brooks introduced a review of the district's current board norms, which have been in place since October 2012. Following suggestions from the recent committee meeting and board retreat workshop, he initiated a draft revision to modernize and streamline the norms. His proposed version condenses the original nine norms into seven, reworded for clarity and a more positive tone, with each norm beginning with "We will..." to emphasize proactive and collective responsibility. Key updates include removing negative phrasing (e.g., replacing "disagree without conflict" with "communicate respectfully"), consolidating redundancy, and clarifying expectations around communication timelines. Brooks highlighted specific edits, such as modifying language around notifying absences to include either the board president *or* superintendent. A draft chart of the revised norms was shared for further review. The board expressed general support for the revisions, and the item will be placed on the May 28 agenda for formal board action.

Graduation

Superintendent Brooks provided details to the board for graduation next week. The high school graduation will be held on Wednesday, May 21, at 7:00 p.m. Board members should plan to arrive between 6:00 and 6:15 p.m. You can enter through the back gate off of Oakwood and park behind the visitor section. From there, please gather near the scoreboard area, where we'll meet up and provide further directions.

Amy Parsons and Dallas will guide you on how to line up, where to walk, and where you'll be seated. Your names will be on your seats on the stage. After the students receive their diplomas, typically the board president remains on stage, while the rest of the board members and administrators move down to congratulate the graduates after they exit the stage ramp and take their photo.

As of now, there's a 50% chance of rain in the morning, but it looks like it will just be cloudy by the afternoon. If we need to postpone due to weather, our rain date is Thursday, May 22. We scheduled it this way because Friday falls on Memorial Day weekend, and many families will be out of town.

We also have Lincoln's graduation on Wednesday, May 29, at 6:00 p.m., which is the day after our next board meeting. Please plan to arrive around 5:30 p.m. for that ceremony. We'll meet in the middle school band room, which is the first classroom to the north when you enter the PAC. From there, we'll walk through the PAC and enter from the east side. Your seats will be labeled.

Lincoln's graduation is a bit tighter in space, so as the students walk across the stage, we'll do our best to make room for board members to shake hands and offer congratulations. Photos are typically taken at the far end of the stage as students exit.

Tyler Technology

Superintendent Brooks provided an update on the implementation of Tyler Technology for the district's transportation system. Bus drivers received training last week and are currently using the system for regular bus routes. While swipe cards are not yet in use, tablets onboard display student names, allowing students to check in and out by selecting their names as they board and exit the bus. This allows for real-time tracking of student ridership.

The route design feature has significantly improved efficiency by generating turn-by-turn directions automatically. In addition, the parent notification system is being tested by Transportation Director Steve DeLong using his own children. The app sends real-time updates to parents when their child boards or exits the bus, as well as alerts when the bus is within five minutes of the stop.

No other local districts currently use this system, though some, such as Mount Pleasant and a few on the west side of the state, have adopted it recently. The implementation was funded through Safety and Security grant money, and the district anticipates the system will enhance both safety and accountability.

Drivers use docking tablets to complete post-route checks, including a verification step to ensure no student is left on the bus. If a student is still listed as onboard, the system prevents the route from being closed out. Drivers also complete required daily inspections, such as checking tires and lights, directly on the tablet, eliminating the need for paper logs.

Brooks noted that while the system is currently being used for daily transportation, the district plans to expand it to include field trips and athletic events later in the school year.

Handbook Update

Superintendent Brooks provided an update on the status of the district's handbooks. He shared that approximately 95% of the revisions are complete across all handbooks, including those for the high school, middle school, Lincoln, elementary families, Bright Beginnings, and staff. Each handbook ranges from 100 to 225 pages and is closely aligned with the district's updated Thurn policies. The documents are extensive and will be available electronically for ease of access.

Brooks noted that the handbooks cannot be formally adopted by the board until the Thurn policy updates are approved, as the handbooks are directly linked to those policies. Final edits are minimal and being wrapped up quickly. The full package—including both the policy updates and handbooks—will be brought to the board this summer for review and approval.

Curriculum Update

Dr. Cathy Dwyer shared that the district held the first of two state-required public viewings for the proposed health education materials earlier this evening. Although no community members attended—something she noted is fairly typical—materials were made available for review, including a PowerPoint presentation that was also provided in board packets. The viewing was part of the mandated process for adopting a new health curriculum, offering the public an opportunity to examine instructional content and ask questions about implementation. The second public session will be scheduled before final adoption. We welcome continued community feedback as we work to ensure transparency and engagement throughout this process.

Last Tuesday, over 60 staff members attended our final new teacher event of the year, held in the PAC Lobby. The session featured guest speaker Rhonda Jones, a registered nurse with over 30 years of experience, who now works with MESSA. Her presentation focused on stress and effective strategies for managing it. Attendees received valuable insights, practical tips, and enjoyed a variety of snacks and treats generously sponsored by MESSA. The event was well-received and served as a meaningful opportunity to support staff well-being and encourage self-care.

The 23h Early Math Grant has provided essential support for strengthening early math instruction across the district. In the first year, our focus was on implementing Number Corner, a daily routine-based program designed to build number sense through hands-on learning. With approximately \$200,000 in funding, we purchased 56 classroom kits—one for each K–5 classroom—and funded the role of Missy McIntyre, who provided professional development, distributed materials, and supported lesson planning. Her work ensured high-quality and consistent implementation. We are thrilled to continue this initiative with a second year of funding, estimated at \$80,000, allowing us to deepen our focus and build on the strong foundation established in Year One.

After a comprehensive review process that began with five highly rated ELA programs, our Elementary Literacy Pilot Team has unanimously selected *Into Reading* for district-wide implementation. Using rubrics aligned with Michigan's essential literacy practices, we narrowed the options to two programs, which were piloted by 12 teachers, two from each grade level. Each pilot included dedicated professional development and planning time. Through structured discussions and comparisons, *Into Reading* emerged as the clear choice due to its rigorous, engaging content and strong alignment with standards. Teachers praised the program's instructional structure, its support for both whole- and small-group learning, and its integration of science and social studies content. With the selection finalized, we are preparing for a robust launch in August, which will include training, collaborative planning, and ongoing professional support throughout the school year. We are excited for the positive impact this will have on literacy instruction and student success.

Closed Session

Moved by Quick, supported by Henne, to move into closed session at 6:33 p.m. to address matters protected by attorney-client privilege. President Webster conducted a roll call vote: Ayes: Easlick, Henne, Mowen, Ochodnick, Pappas, Quick, and Webster. Nays: None. Motion carried unanimously.

Moved by Mowen, supported by Henne, to move back into open session at 6:37 p.m. Motion carried unanimously. President Webster conducted a roll call vote: Ayes: Easlick, Henne, Mowen, Ochodnick, Pappas, Quick, and Webster. Nays: None. Motion carried unanimously.

Superintendent Contract Review

Superintendent Brooks provided an update regarding a clerical correction needed in his contract following a recent Michigan Supreme Court ruling involving ORS and superintendent retirement calculations. He explained that the chart in the appendix of his contract does not currently reflect the correct information outlined in the body of the contract, specifically regarding merit pay eligibility tied to evaluation ratings. While the merit pay is already listed under the compensation section, it was inadvertently omitted from the chart.

Additionally, during a review of the contract, a separate clerical error was found related to the calculation of his annuity. It should be based on both his base salary and longevity, but the chart had only included one of those components. That has now been corrected. Superintendent Brooks emphasized that these updates do not involve any changes to pay or new compensation—they are strictly clerical and meant to align the appendix with both the contract language and recent legal guidance.

The board agreed that, for transparency, the correction will be brought forward for action at the next meeting. Because it reflects legal clarification and not a contractual change, the board will proceed with a single-action item to update Schedule A (the appendix) accordingly.

Thrun Policies

Superintendent Brooks led a comprehensive discussion with the Board regarding the Thrun policy review and update process, specifically focusing on the 4000 series, which addresses District Employment. This includes the 4100 series on Employee Rights and Responsibilities, 4200 on Employee Conduct and Ethics, 4300 concerning Non-Exempt Staff, 4400 covering Professional Staff, 4500 addressing Administrators and Supervisors, and 4600 about the Superintendent. He emphasized the importance of a thorough review of these policies to ensure alignment with both current district practices and state legal requirements. Live documents were made accessible for Board members to provide feedback, to finalize a complete recommendation package for a vote in June or July.

Superintendent Brooks reiterated that these policy updates are critical for maintaining legal compliance, supporting operational efficiency, and fostering a safe and inclusive work

environment for all district employees. The updates reflect evolving district needs and best practices, ensuring that policies remain up to date and effective.

In addition to the employment policy review, Superintendent Brooks highlighted an urgent decision needed regarding Policy 5209, which relates to student cell phone use. With potential state legislation on the horizon, he noted that the Board will need to determine a direction—whether to allow cell phones in school with certain restrictions, prohibit them entirely, or craft a customized policy. He requested that Board members review the available options carefully. A decision on Policy 5209 is needed before the next Board meeting to finalize the student handbooks for the upcoming school year.

Upcoming Board Meeting Dates:

- May 28: Board of Education Regular Meeting, 5:30PM, Washington Campus Gymnasium
- June 11: Board of Education Committee of the Whole Meeting, 5:30PM, Washington Campus Conference Room 112
- June 25: Board of Education Regular Meeting, 5:30PM, Washington Campus Gymnasium

Important Upcoming Dates:

- May 14: 5Th Grade Combined Band Concert, 7:00PM, PAC
- May 16: OEA Retirement Banquet & Celebration, 5:00PM, Comstock Inn & Conference Center
- May 19: Senior Cookout, 10:00AM, OHS Courtyard
- May 19: OHS Athletic Awards, 7:00PM, PAC
- May 20: OHS Honors Convocation, 7:00PM, PAC
- May 21: OHS Graduation, 7:00PM, Willman Field, May 22nd, Rain Date
- May 23: Half Day for All Students: Teacher Work Day (optional)
- May 26: No School: Memorial Day
- May 27: Bentley Bright Beginnings Preschool Graduation, 6:00PM, PAC
- May 29: LHS Graduation, 6:00PM, PAC
- May 31: 8th Grade Awards Ceremony, 6:00PM, PAC
- May 31: Spring Fling Dance, 7:00PM, OHS Gymnasium

Adjournment

Moved by Quick, supported by Pappas, to adjourn at 7:54 p.m. Motion carried unanimously.

Minutes recorded by Stephanie Goetzinger.

Respectfully submitted,

Nick Henne, Secretary

May 14, 2025 Board of Education Closed Session Minutes (At Place)

Current Bills

OWOSSO PUBLIC SCHOOLS
EXPENDITURE REPORT
4/13/2025-5/18/2025
REPORT 24-125

CHECK RUN ACTIVITY BY FUND

GENERAL FUND	\$1,065,336.88
SERVICE FUND	\$58,397.19
SINKING FUND	\$0.00
BOND FUND	\$0.00
CAPITAL PROJECTS	\$0.00
CHECK RUN TOTAL	\$1,123,734.07

DRAW FROM ACCOUNT

GORDON FOOD SERVICE PAYMENT (05/01/2025)	\$ 6,562.01
GORDON FOOD SERVICE PAYMENT (05/13/2025)	\$ 812.58
CONSUMERS ENERGY PAYMENT (04/21/2025)	\$ 8,582.60
CONSUMERS ENERGY PAYMENT (05/01/2025)	\$ 6,924.15
CONSUMERS ENERGY PAYMENT (05/08/2025)	\$ 46,798.61
	\$ 69,679.95

CREDIT CARD ACTIVITY BY FUND (04/5-5/4/25)

GENERAL FUND	\$ 28,835.31
SERVICE FUND	\$ 511.08
ORGANIZATIONAL FUND	\$ 404.21
CREDIT CARD TOTAL	\$ 29,750.60

PAYROLL AND STABILIZATION DRAWS

PAYROLL (#22) 04/25/2025	\$ 1,257,238.54
PAYROLL (#23) 05/09/2025	\$ 1,210,776.86
	\$ 2,468,015.40

GRAND TOTAL

\$ 3,691,180.02

#VALUE!

Check #	Date	Run	Vendor	Name	Invoice Description	Amount
110511	04/17/2025	1	006946	HOLLAND BUS COMPANY	2026 Blue Bird Bus	132,714.00
110513	04/17/2025	1	000278	APPLEBEE OIL COMPANY	Propane Fuel - Bus #8	83.20
110514	04/17/2025	1	002211	BIRCH RUN HIGH SCHOOL	Baseball Entry Fees 050325	300.00
110515	04/17/2025	1	000271	BP ENERGY RETAIL COMPANY LLC	Natural Gas - OHS	20,280.00
110516	04/17/2025	1	006202	BSN SPORTS LLC	Girls Track Uniforms	3,640.00
110517	04/17/2025	1	000351	CHELSEA HIGH SCHOOL	Track Entry Fee 041725	250.00
110518	04/17/2025	1	001050	CITY OF OWOSSO	Utilities 121724-032025 620 W Oliver St	2,090.33
110519	04/17/2025	1	000673	CRITICAL RESPONSE GROUP	CRG Maintenance Plan (Edu) - 6 mo.	2,675.00
110520	04/17/2025	1	003369	CULLIGAN OF OWOSSO	Water	62.00
110521	04/17/2025	1	100197	DESIGNS BY BEAN	Starfish Gifts	360.00
110522	04/17/2025	1	000918	DeWitt Athletics	Girls Wrestling Entry Fee 010325	140.00
110523	04/17/2025	1	008658	EPS SECURITY	Alarm System Monitoring	1,115.58
110524	04/17/2025	1	002294	GILLET, AARON	Science Supplies Reimbursement	33.96
110525	04/17/2025	1	000387	GLASERS LUMBER	Supplies	2,377.15
110526	04/17/2025	1	005463	JOSTENS	Graduation Cords	376.20
110527	04/17/2025	1	008292	KONICA MINOLTA BUSINESS SOLUTION	Lease	1,985.97
110528	04/17/2025	1	000429	LADD, MARSHA	Brochure Reimbursement	20.00
110529	04/17/2025	1	003275	LAKESHORE LEARNING MATERIALS	Supplies	595.47
110530	04/17/2025	1	008676	MAEO STARS	MAEO Stars Spring Competition Registration	118.00
110531	04/17/2025	1	008805	MANTIS PEST MANAGEMENT SVC LLC	Monthly Services	390.00
110532	04/17/2025	1	000915	Marshall High School	Baseball Entry Fee 041225	150.00
110533	04/17/2025	1	000917	Mt. Morris Athletic Department	Girls Wrestling Entry Fee 122324	175.00
110534	04/17/2025	1	000916	Nicole's Artistic Accents	Magnets - Teacher Appreciation Week	340.00
110535	04/17/2025	1	100030	OWOSSO PUBLIC SCHOOLS	SOTM - Bryant - Sept 2024	532.50
110536	04/17/2025	1	009003	QUADIENT FINANCE USA, INC.	Meter Rental	110.40
110537	04/17/2025	1	101669	REALLY GOOD STUFF	Reusable Classroom Take Home Bags	212.64
110538	04/17/2025	1	007873	ROWLEYS WHOLESALE	Motor Oil	967.20
110539	04/17/2025	1	005420	SCHOOL SPECIALTY LLC.	OMS/SCIENCE/NEES	54.08
110540	04/17/2025	1	005363	SHATTUCK SPECIALTY ADVERTISING	Parking Lot Sign	90.00
110541	04/17/2025	1	003911	SPIELMAN, BRIDGIT	Book Reimbursement	82.04
110542	04/17/2025	1	000799	TYLER TECHNOLOGIES, Inc.	Hardware Training	820.00
110543	04/17/2025	1	002823	UNITED STATES TREASURY	941 1st Quarter	688.56
110544	04/17/2025	1	008974	VIC BOND FLINT	Supplies - Plumbing	61.29
110548	04/25/2025	1	000240	AMERICAN SPEEDY PRINTING CENTERS	OHS Awards	290.00
110549	04/25/2025	1	003064	BIRD, CHRIS	Coach Registration Fee Reimbursement	60.00
110550	04/25/2025	1	001050	CITY OF OWOSSO	Utilities 121724-032025 1310 S Cedar St	17,163.79
110551	04/25/2025	1	002328	CLINTON COUNTY RESA	Adaptive School Training	400.00

Check #	Date	Run	Vendor	Name	Invoice Description	Amount
110552	04/25/2025	1	006715	COLLARD, DONNA	Conference Meal Reimbursement	71.54
110553	04/25/2025	1	001380	CURRICULUM ASSOCIATES LLC	QUICK-WORD HANDBOOKS	108.47
110554	04/25/2025	1	009063	ESS MIDWEST INC	BBB Staffing	14,324.95
110555	04/25/2025	1	007988	FORTITUDE	All Admin Retreat	360.00
110556	04/25/2025	1	001763	GUTE, REBEKAH	Preschool Brochure Reimbursement	28.00
110557	04/25/2025	1	000318	KIRBY, HEATHER	Supplies Reimbursement	25.24
110558	04/25/2025	1	009037	KS STATEBANK	2025 Blue Bird BB CV 3310S Bus	26,455.00
110559	04/25/2025	1	102408	LANSING SANITARY SUPPLY INC.	Custodial Supplies - OHS	779.00
110560	04/25/2025	1	009056	MAAE	Summer PDI Package	475.00
110561	04/25/2025	1	008676	MAEO STARS	MAEO Stars Spring Competition Registration	59.00
110562	04/25/2025	1	007056	MIAAA	2025 MIAAA Summer Workshop Fee - Nick V.	160.00
110563	04/25/2025	1	007158	MOMAR, INCORPORATED	SERVICE AGREEMENT FOR BOILER TREATME..	430.00
110564	04/25/2025	1	003389	MOORE, ERIN	March is Reading Month Supplies Reimbursement	63.87
110565	04/25/2025	1	000688	National Vision Administrators, LLC	March Coverage GF Staff	217.95
110566	04/25/2025	1	007853	PIONEER VALLEY BOOKS	Books	330.00
110567	04/25/2025	1	008962	R & D SEPTIC TANK CLEANING	Porta John & Handicap Rental	550.00
110568	04/25/2025	1	007587	SCHOOL FIX	Swing Set Safety Shackles	84.55
110569	04/25/2025	1	005420	SCHOOL SPECIALTY LLC.	rubber bands, scissors, pencils, envelopes, etc	265.35
110570	04/25/2025	1	100017	SET-SEG	ACA Tracking and Reporting	11,104.38
110571	04/25/2025	1	005363	SHATTUCK SPECIALTY ADVERTISING	Update Plaque Board	16.00
110572	04/25/2025	1	000644	SHEPARD, DANA	Conference Mileage Reimbursement	224.34
110573	04/25/2025	1	005625	SHIAWASSEE RESD	3/6/2025 Annual Human Services County Confere..	22,298.86
110574	04/25/2025	1	000908	Spectrum Reach	Advertising	1,165.70
110575	04/25/2025	1	002948	THOMPSON, JESSICA	011325-041725 Mileage Reimbursement	91.63
110576	04/25/2025	1	003806	TOLEDO PHYSICAL EDUCATION	BRY/HOWES/GYM	617.82
110577	04/25/2025	1	000530	US OMNI & TSACG COMPLIANCE SERVICES	Plan Admin Fee March 2025	113.88
110578	04/25/2025	1	001206	VERIZON	Telephone	181.06
110579	04/25/2025	1	008974	VIC BOND FLINT	Supplies - Plumbing	148.59
110580	04/25/2025	1	007788	WAKELAND OIL	Operations Fuel March 2025	976.46
110581	04/25/2025	1	000678	WESCO INTERNATIONAL	Supplies	88.69
110582	04/25/2025	1	008156	YOHO, CARRIE	Conference Mileage Reimbursement	57.40
110585	05/01/2025	1	000240	AMERICAN SPEEDY PRINTING CENTERS	OMS Envelopes	706.00
110586	05/01/2025	1	000810	CAROLINA BIOLOGICAL SUPPLY CO.	OHS/SCIENCE SUPPLIES	425.44
110587	05/01/2025	1	002705	CEV MULTIMEDIA	Certification Subscription	1,750.00
110588	05/01/2025	1	001050	CITY OF OWOSSO	Utilities 121724-032025 219 N Water St	4,864.88
110589	05/01/2025	1	100920	CORUNNA HIGH SCHOOL	Track Entry Fee 050225	200.00
110590	05/01/2025	1	000922	COVERT, SARAH	FAMILY FUN BASKETS	61.56

Check #	Date	Run	Vendor	Name	Invoice Description	Amount
110591	05/01/2025	1	004171	CREATIVE CONCEPTS PLUS	Plaque and Nameplate	80.00
110592	05/01/2025	1	001410	DALTON ELEVATOR	Cylinder Rental	50.00
110593	05/01/2025	1	101303	DAVISON HIGH SCHOOL	OMS ATHLETICS	150.00
110594	05/01/2025	1	006588	DAYSTARR COMMUNICATIONS	Telephone	428.22
110595	05/01/2025	1	007334	DIGITAL AGE TECHNOLOGIES INC.	Labor & Services - Bryant	400.00
110596	05/01/2025	1	008658	EPS SECURITY	Service Call - OHS	179.84
110597	05/01/2025	1	002390	GILBERT'S DO IT BEST HARDWARE	March Charges	4,051.53
110598	05/01/2025	1	000694	Goetzinger, Stephanie	010825-042925 Mileage Reimbursement	34.30
110599	05/01/2025	1	002810	HI-QUALITY GLASS	Glass - OHS	764.25
110600	05/01/2025	1	006946	HOLLAND BUS COMPANY	Windshield Replacement	673.56
110601	05/01/2025	1	008626	IKNOWIT.COM	EM/ANDERSON	150.00
110602	05/01/2025	1	000318	KIRBY, HEATHER	Conference Meal Reimbursement	126.63
110603	05/01/2025	1	008292	KONICA MINOLTA BUSINESS SOLUTION	Konica Minolta Maintenance 010125-033125	2,850.01
110604	05/01/2025	1	100685	LITTLE, LANCE	Washington DC Snacks Reimbursement	26.78
110605	05/01/2025	1	003600	MARSHALL MUSIC COMPANY INC.	OMS student rentals	569.00
110606	05/01/2025	1	100400	MASSP	Membership Renewal 2025-2026	700.00
110607	05/01/2025	1	003780	MESSA	MAY 2025 Messa Insurance OESPA	343,837.92
110608	05/01/2025	1	007056	MIAAA	Membership Fee - JoEllen Smith	55.00
110609	05/01/2025	1	000835	Michigan State University-FFA	Spring Skills Contests - Registration	345.00
110610	05/01/2025	1	000459	MILLER, GARY	Construction Supplies Reimbursement	104.92
110611	05/01/2025	1	100030	OWOSSO PUBLIC SCHOOLS	OMS Substitute Meals - Nov 2024	240.00
110612	05/01/2025	1	000106	POMP'S TIRE SERVICE	Tires	341.00
110613	05/01/2025	1	100135	QUILL CORPORATION	Colored copy paper	74.38
110614	05/01/2025	1	000514	REGION IV FFA	Officer Camp & Extra Banquet Tickets	320.00
110615	05/01/2025	1	102443	SCHOLASTIC, INC.	Reading Assessments	1,066.02
110616	05/01/2025	1	000097	SCHULTZ, HOLLY	EMERSON FAMILY FUN NIGHT	27.92
110617	05/01/2025	1	005363	SHATTUCK SPECIALTY ADVERTISING	OMS Student of the Month Notebook	604.40
110618	05/01/2025	1	005625	SHIAWASSEE RESD	HONORS LUNCHEON	329.44
110619	05/01/2025	1	006601	SKILLS USA MICHIGAN	National Conference	444.00
110620	05/01/2025	1	002706	STEVE WEISS MUSIC	OMS BAND MALLETS	742.95
110621	05/01/2025	1	001704	SUNBURST GARDENS INC.	Supplies	4,695.00
110622	05/01/2025	1	000799	TYLER TECHNOLOGIES, Inc.	TRANS HARDWARE SETUP	7,192.50
110623	05/01/2025	1	100267	UNUM LIFE INSURANCE	Unum Insurance - Admin	3,618.98
110624	05/01/2025	1	007858	VERLINDE, JENNIFER	EMERSON FUN NIGHT BASKETS	71.85
110625	05/01/2025	1	008974	VIC BOND FLINT	Supplies - Plumbing	9.11
110626	05/01/2025	1	000163	WARNING, CARRIE	MI CAREER CONF REIMB	231.90
110630	05/08/2025	1	007694	AUE, JESSICA	EMERSON ATTENDANCE REWARDS	20.86

Check #	Date	Run	Vendor	Name	Invoice Description	Amount
110631	05/08/2025	1	008901	BASGALL, JAKE	APRIL Mileage Reimbursement	155.08
110632	05/08/2025	1	008979	BLUEWATER TECHNOLOGIES GROUP INC	PAC SERVICE CALL	750.00
110633	05/08/2025	1	000190	BOOKS 4 SCHOOL	ADMIN/BOOKS/CICALO	850.79
110634	05/08/2025	1	006202	BSN SPORTS LLC	OHS TRACK UNIFORMS	822.03
110635	05/08/2025	1	003599	BUSHARD, JAMIE	BR/MSTEP INCENTIVES	28.40
110636	05/08/2025	1	003369	CULLIGAN OF OWOSSO	HS/WATER FOR OFFICE	85.00
110637	05/08/2025	1	008658	EPS SECURITY	ALARM.COM REMOTE SERVICES	851.88
110638	05/08/2025	1	009063	ESS MIDWEST INC	LHS BASKETBALL	27,406.53
110639	05/08/2025	1	002155	FLINN SCIENTIFIC INC.	OHS SCIENCE	18.00
110640	05/08/2025	1	008028	GOLDBERG, DIANE	02/3-2/17 2025 Mileage Reimbursement	19.60
110641	05/08/2025	1	101944	GOPHER SPORTS	OHS/PE SUPPLIES	827.11
110642	05/08/2025	1	000070	H. K. ALLEN PAPER COMPANY	PO4CE0021 CENTRAL/TISSUES	112.00
110643	05/08/2025	1	102446	HARTNAGLE, BECKY	REIMB PURCHASE FOR STAFF APPRECIATION	37.00
110644	05/08/2025	1	007955	HENDRICKSON, MICHAEL	MSBO CONF REIMB	267.02
110645	05/08/2025	1	008715	HUNTINGTON NATIONAL BANK	ADMIN/FINANCE OFFICE/ADMIN FEE	500.00
110646	05/08/2025	1	008220	J & H OIL CO.	TRANS/DELONG/APRIL FUEL	9,879.40
110647	05/08/2025	1	005463	JOSTENS	HS/DIPLOMA COVERS	2,152.95
110648	05/08/2025	1	008359	KINECT ENERGY INC.	Energy Mgmt Fee - MAY2025	315.00
110649	05/08/2025	1	000318	KIRBY, HEATHER	BBB/SMALL GROUP SUPPLIES	25.00
110650	05/08/2025	1	003201	KLAVER, MARCUS	BRYANT/MSTEP TESTING SUPPLIES	28.95
110651	05/08/2025	1	008292	KONICA MINOLTA Premier Finance	Print Shop 051325-061225	2,489.18
110652	05/08/2025	1	101732	LAMPHERE PLUMBING & HEATING	CENTRAL DRINKING FOUNTAIN REPAIR	1,125.44
110653	05/08/2025	1	102408	LANSING SANITARY SUPPLY INC.	CUSTODIAL SUPPLIES WASHINGTON	10,112.97
110654	05/08/2025	1	001841	LINTNER, DALLAS	043025 Mileage Reimbursement	52.50
110655	05/08/2025	1	101186	LLOYD MILLER & SONS INC.	FFA MANURE SPREADER	6,403.24
110656	05/08/2025	1	000925	Master Library	ML SCHEDULES SOFTWARE 070125-06302026	3,500.00
110657	05/08/2025	1	002743	MORRICE AREA SCHOOLS	MV STUDENT GAS CARD 4/7-4/30	56.00
110658	05/08/2025	1	000682	ODP Business Solutions	COPY PAPER	26,166.00
110659	05/08/2025	1	004480	OWOSSO BOLT & BRASS COMPANY	BRASS COUPLING	11.66
110660	05/08/2025	1	100030	OWOSSO PUBLIC SCHOOLS	EMERSON/FAMILY MATH NIGHT	158.20
110661	05/08/2025	1	001027	OWOSSO SPORTS BOOSTERS	WILLMAN FIELD BRICK FOR MATT VAN EPPS	65.00
110662	05/08/2025	1	000412	PETOSKEY HIGH SCHOOL	ENTRY FEE SOFTBALL MAY 3 25	225.00
110663	05/08/2025	1	000923	Pure Pro Wrestling	Pro Wrestling Mentors program Invoice 134	3,500.00
110664	05/08/2025	1	000587	PV BUSINESS SOLUTIONS, INC.	OHSA JOURNAL	298.50
110665	05/08/2025	1	000323	ROTARY CLUB OF OWOSSO	BROOKS ROTARY DUES AND MEALS MAY 2025	56.00
110666	05/08/2025	1	002661	SATA	VIBRISSA TRANSPORTATION	67.50
110667	05/08/2025	1	005625	SHIAWASSEE RESD	SSW services 2024-2025	215,638.56

Check #	Date	Run	Vendor	Name	Invoice Description	Amount
110668	05/08/2025	1	008301	STINSON, GUNNAR	APRIL Mileage Reimbursement	269.18
110669	05/08/2025	1	002623	TASC-CLIENT INVOICES	FSA Administration Fees 06012025-06302025	314.64
110670	05/08/2025	1	006230	THRUN LAW FIRM, P.C.	Legal Services - student issue	67.00
110671	05/08/2025	1	002534	TIRE FACTORY	Tire & Valve Stems	58.49
110672	05/08/2025	1	000795	Vibrissa School of Cosmetology LLC	OHS - Cosmetology	2,013.90
110673	05/08/2025	1	008974	VIC BOND FLINT	Supplies - Plumbing	914.92
110674	05/08/2025	1	007788	WAKELAND OIL	Operations Diesel APRIL 25	1,107.60
110675	05/08/2025	1	007985	WATSON, JOE	APRIL Mileage Reimbursement	217.44
110676	05/08/2025	1	003993	WEATHERPROOFING TECHNOLOGIES	WASHINGTON ROOF PATCH AND REPAIR	6,563.58
110677	05/08/2025	1	006845	WIN'S CORPORATE OFFICE	MAINTENANCE/ELECTRICAL SUPPLIES	113.12
110678	05/08/2025	1	008156	YOHO, CARRIE	MSBO CONF REIMB	286.81
110679	05/08/2025	1	001063	YOUNG CHEVROLET	MAIN/2019 FORD SUPER DUTY REPAIR	621.19
110685	05/15/2025	1	000240	AMERICAN SPEEDY PRINTING CENTERS	ADMIN/ENVELOPES	365.00
110686	05/15/2025	1	000278	APPLEBEE OIL COMPANY	TRANS/PROPANE	91.71
110687	05/15/2025	1	000814	AZEE Branding Solutions	COMM/COMMERCIALS	2,548.30
110688	05/15/2025	1	006415	BEN GRAHAM GROUP INC	COMM/GRAPHIC DESIGN2025 GRADUATE ISS..	4,250.00
110689	05/15/2025	1	007956	BIO-RAD	HS/DNA OUT BLUE KITS	569.77
110690	05/15/2025	1	007465	CINTAS CORPORATION # 308	MAINT/ UNIFORMS	156.60
110691	05/15/2025	1	001410	DALTON ELEVATOR	CYLINDER	52.00
110692	05/15/2025	1	007502	EPS	MAINT/SERVICECALL EMERSON	450.00
110693	05/15/2025	1	000605	Express Readers	DECODABLE BOOK COLLECTION	3,629.70
110694	05/15/2025	1	006441	FOWLER HIGH SCHOOL	OHS/ATL/ENTRY FEE TRACK 041125	185.00
110695	05/15/2025	1	002390	GILBERT'S DO IT BEST HARDWARE	APRIL CHARGES	925.66
110696	05/15/2025	1	000525	HALF PINT KIDS	HALF PINT READER LEVEL A, B & C	1,531.20
110697	05/15/2025	1	100654	HASLETT PUBLIC SCHOOLS	OHS/ATH/TENNIS REGIONAL FEE MAY 15, 25	75.00
110698	05/15/2025	1	008910	HURLEY OCCUPATIONAL HEALTH PROG	TRANS/MDOT PHYSICAL-GRIFFIN	90.00
110699	05/15/2025	1	007077	HURLEY, BILLIE	ADMIN/CONF REIMB	262.60
110700	05/15/2025	1	008292	KONICA MINOLTA BUSINESS SOLUTION	Lease	1,916.63
110701	05/15/2025	1	101732	LAMPHERE PLUMBING & HEATING	REPAIRS OHS SERVICE CALL	827.08
110702	05/15/2025	1	102408	LANSING SANITARY SUPPLY INC.	OPER/SUPPLIES	173.76
110703	05/15/2025	1	006274	LEPLEY & SONS TOWING	TRANS/BUS 11 POWER LOSS	100.00
110704	05/15/2025	1	000459	MILLER, GARY	REIMB MILEAGE MI CONT TEACH CONF	492.80
110705	05/15/2025	1	000688	National Vision Administrators, LLC	APRILCoverage GF Staff	180.75
110706	05/15/2025	1	000688	National Vision Administrators, LLC	FEBRUARY Coverage GF Staff	261.20
110707	05/15/2025	1	100030	OWOSSO PUBLIC SCHOOLS	OHS/COOKIE CAKE FOR NICK	603.00
110708	05/15/2025	1	004790	PITNEY BOWES	ADMIN/OHS POSTAGE	195.12
110709	05/15/2025	1	000106	POMP'S TIRE SERVICE	TRANS/TIRES	2,207.10

Check #	Date	Run	Vendor	Name	Invoice Description	Amount
110710	05/15/2025	1	003608	RUGENSTEIN, CARRIE	AE/MILEAGE REIMB	250.46
110711	05/15/2025	1	005420	SCHOOL SPECIALTY LLC.	CENT/CONSTRUCTION PAPER	137.83
110712	05/15/2025	1	005363	SHATTUCK SPECIALTY ADVERTISING	ADMIN/HR/RETIREMENT GIFTS	757.00
110713	05/15/2025	1	005625	SHIAWASSEE RESD	Nurses & Edustaff 041325-042625	23,771.05
110714	05/15/2025	1	009042	TOWN & COUNTRY POOLS	MAINT/POOL CHEMICALS	811.50
110715	05/15/2025	1	000799	TYLER TECHNOLOGIES, Inc.	TRANS/TIME ENTRY ANTHONY RUSSO	31,396.26
110716	05/15/2025	1	004669	VAN EPPS, KAREN	REIMB/TEACHER APPRECIATION	44.87
110717	05/15/2025	1	008974	VIC BOND FLINT	MAINT/HANDLE AND PLATE	217.28
110718	05/15/2025	1	000544	WILLOUGHBY, MARK R	REIMB MITES CONF MEALS AND MILEAGE	292.94
110719	05/15/2025	1	000926	WOOLWORTH, KATHLEEN	TRANS/REIMB FINGERPRINTS AND DL LICENS..	100.73
110720	05/15/2025	1	000927	ZORO	SOAP FOR PAC	519.38

Total of All Checks 1,065,336.88

Less Voids 0.00

Grand Total 1,065,336.88

Check Summary

Check Status	Count	Amount
Open	165	892,016.48
Cleared	31	173,320.40
Void	0	0.00
Total	196	1,065,336.88

Check #	Date	Run	Vendor	Name	Invoice Description	Amount
008824	04/25/2025	1	005058	FD HAYES ELECTRIC CO.	Repair Services	144.00
008825	04/25/2025	1	004121	NAPA AUTO PARTS	Supplies	25.38
008826	04/25/2025	1	000688	National Vision Administrators, LLC	March Coverage Food Service	31.20
008827	04/25/2025	1	000523	RYANS REFRIGERATION, LLC	Labor & Materials	1,142.26
008828	04/25/2025	1	100017	SET-SEG	Set-Seg Insurance - Food Service	193.86
008829	04/25/2025	1	008854	VAN EERDEN FOOD SERVICE COMPANY	Food, Paper & Equipment	34,094.54
008830	04/25/2025	1	007788	WAKELAND OIL	Food Service Fuel March 2025	202.29
008831	05/01/2025	1	007224	BUKOVICK, ELIZABETH	030725-042425 Mileage Reimbursement	76.16
008832	05/01/2025	1	008258	GREAT LAKES COCA-COLA DISTRIBUTI	POP	372.80
008833	05/01/2025	1	000407	IMPRESS PRINTED PRODUCTS LLC	Supplies	618.50
008834	05/01/2025	1	003780	MESSA	MAY 2025 Messa Insurance Food Service	2,678.24
008835	05/01/2025	1	100030	OWOSSO PUBLIC SCHOOLS	SUPPLIES	150.40
008836	05/01/2025	1	003807	PRAIRIE FARMS DAIRY	FOOD	6,544.56
008837	05/01/2025	1	100267	UNUM LIFE INSURANCE	Unum Insurance - Food Service	45.50
008840	05/15/2025	1	000240	AMERICAN SPEEDY PRINTING CENTERS	FS/MENU	255.00
008841	05/15/2025	1	006231	APPLE INC.	iPad	1,199.00
008842	05/15/2025	1	000619	FLINT FRESH MOBILE MARKET	FS/FRESH FOOD	1,316.00
008843	05/15/2025	1	007245	HUBERT COMPANY	FS/COLD BUFFET	1,195.30
008844	05/15/2025	1	000688	National Vision Administrators, LLC	APril Coverage Food Service	29.25
008845	05/15/2025	1	000688	National Vision Administrators, LLC	FEB Coverage Food Service	31.20
008846	05/15/2025	1	003807	PRAIRIE FARMS DAIRY	FS/DAIRY	7,449.95
008847	05/15/2025	1	000523	RYANS REFRIGERATION, LLC	LABOR AND MATERIALS	601.80
Total of All Checks						58,397.19
Less Voids						0.00
Grand Total						58,397.19

Check Summary

Check Status	Count	Amount
Open	22	58,397.19
Cleared	0	0.00
Void	0	0.00
Total	22	58,397.19

Financials

OWOSSO PUBLIC SCHOOLS
BOARD OF EDUCATION
May 28, 2025
Report 24-126

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Statement of Deposits and Investments
As of 04/30/25
Unaudited

	General Fund	School Service	Sinking Fund and CPF	Capital Projects Bond Fund	Debt Service Fund	Total
Summary of Deposits and Investments						
Cash on hand	\$ 800,055	\$ 36,867	\$ 38,513	\$ 0	\$ 130,075	\$ 1,005,510
Investments	14,012,332		\$ 3,755,751	7	2,750,998	\$ 20,519,088
Total Deposits and Investments	<u>\$ 14,812,387</u>	<u>\$ 36,867</u>	<u>\$ 3,794,263</u>	<u>\$ 7</u>	<u>\$ 2,881,073</u>	<u>\$ 21,524,598</u>
 Detail of Deposits and Investments						
Cash on hand	\$ 800,055	\$ 36,867	\$ 38,513	\$ 0	\$ 130,075	\$ 1,005,510
Petty Cash on hand	-	-	-	-	-	-
Total Cash on hand	<u>\$ 800,055</u>	<u>\$ 36,867</u>	<u>\$ 38,513</u>	<u>\$ 0</u>	<u>\$ 130,075</u>	<u>\$ 1,005,510</u>
Huntington Bank Savings Account		\$ -				\$ -
Mich Class Investment	14,012,332	-	3,755,751	7	2,750,998	\$ 20,519,088
Total Investments	<u>\$ 14,012,332</u>	<u>\$ -</u>	<u>\$ 3,755,751</u>	<u>\$ 7</u>	<u>\$ 2,750,998</u>	<u>\$ 20,519,088</u>
Total Deposits and Investments	<u>\$ 14,812,387</u>	<u>\$ 36,867</u>	<u>\$ 3,794,263</u>	<u>\$ 7</u>	<u>\$ 2,881,073</u>	<u>\$ 21,524,598</u>

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OWOSSO PUBLIC SCHOOLS
BOARD OF EDUCATION
May 28, 2025
Report 24-126

Combined Statement of Revenue, Expenditures, and Fund Balance
General, School Service, and Capital Project Funds
As of 04/30/25
Unaudited

	General Fund				School Service Fund				Sinking fund and Capital Projects fund			
	ORIGINAL BUDGET	YTD Actual	Over (Under) Budget	% Rec'd/ Used	ORIGINAL BUDGET	YTD Actual	Over (Under) Budget	% Rec'd/ Used	ORIGINAL BUDGET	YTD Actual	Over (Under) Budget	% Rec'd/ Used
REVENUE												
Local sources	4,481,965	4,482,387	422	100%	89,250	103,983	14,733	117%	148,750	186,974	38,224	126%
State sources	32,865,535	21,049,873	(11,815,662)	64%	182,111	210,811	28,700	116%	-	-	-	
Federal sources	1,943,448	1,841,373	(102,075)	95%	1,938,733	1,641,833	(296,900)	85%	-	-	-	
Interdistrict sources-RESD	1,345,868	60,252	(1,285,616)	4%					-	-	-	
Interdistrict sources-transfers in and other sources	-	-	-		-				-	-	-	
Total revenue and other sources	\$ 40,636,816	\$ 27,433,886	\$ (13,202,930)	68%	2,210,094	1,956,627	(253,467)	89%	148,750	186,974	38,224	126%
EXPENDITURES												
INSTRUCTION												
BASIC PROGRAMS:												
ELEMENTARY	\$ 8,507,345	\$ 5,751,219	(2,756,126)	68%								
MIDDLE SCHOOL	3,884,719	2,527,355	(1,357,363)	65%								
HIGH SCHOOL	4,653,474	3,291,285	(1,362,189)	71%								
ALTERNATIVE EDUCATION	590,540	383,617	(206,924)	65%								
PRESCHOOL	209,947	162,007	(47,940)	77%								
PRESCHOOL (MICHIGAN READINESS/START UP) GRANT	608,542	561,021	(47,521)	92%								
TOTAL BASIC PROGRAMS	\$ 18,454,567	\$ 12,676,504	\$ (5,778,063)	69%								
ADDED NEEDS:												
SPECIAL EDUCATION	\$ 4,022,692	\$ 2,815,340	\$ (1,207,352)	70%								
VOCATIONAL EDUCATION	722,054	514,822	(207,231)	71%								
AT RISK GRANT	2,154,775	1,718,320	(436,455)	80%								
ROBOTICS	17,126	8,727	(8,399)	51%								
EARLY LITERACY GRANT/LITERACY COACH GRANT,												
DATA COLLECTION	118,774	267,557	148,782	225%								
TITLE I GRANT, TAG FUNDING	989,022	636,917	(352,105)	64%								
ESSER GRANTS (ESSER II,III/ARP HOMELESS, AND 23B FUNDS)	703,129	1,131,837	428,708	161%								
CHILDCARE GRANTS, HRA GRANT, 310 GRANT	-	112,495	112,495									
STATE SAFETY,SRO, MENTAL HEALTH GRANTS	783,584	588,419	(195,165)	75%								
TOTAL ADDED NEEDS	\$ 9,511,156	\$ 7,794,433	\$ (1,521,557)	82%								
CONTINUING EDUCATION:												
ADULT EDUCATION	215,890	136,646	(79,245)	63%								
TOTAL CONTINUING EDUCATION	\$ 215,890	\$ 136,646	\$ (79,245)	63%								
TOTAL INSTRUCTION	\$ 28,181,613	\$ 20,607,583	\$ (7,378,865)	73%								
SUPPORTING SERVICES												
PUPIL SERVICES:												
GUIDANCE SERVICES	\$ 424,520	\$ 289,684	(134,837)	68%								
TOTAL PUPIL SERVICES	\$ 424,520	\$ 289,684	\$ (134,837)	68%								
INSTRUCTIONAL SERVICES:												
TITLE II, PART A AND TITLE IV, IDEA GRANT	\$ 113,968	\$ 71,463	(42,505)	63%								
IMPROVEMENT OF INSTRUCTION	961,672	179,205	(782,467)	19%								
MEDIA SERVICES	143,841	152,402	8,561	106%								
COORDINATION OF SERVICES	204,459	183,749	(20,710)	90%								
FAFSA Grant	9,000	1,104	(7,896)	12%								
ASSESSMENTS	46,588	-	(46,588)	0%								
TOTAL INSTRUCTIONAL SERVICES	\$ 1,479,529	\$ 587,924	\$ (891,605)	40%								
GENERAL ADMINISTRATION:												
BOARD OF EDUCATION	\$ 155,444	\$ 122,474	(32,971)	79%								
EXECUTIVE ADMINISTRATION	459,795	368,086	(91,709)	80%								
TOTAL GENERAL ADMINISTRATION	\$ 615,239	\$ 490,560	\$ (124,679)	80%								

OWOSSO PUBLIC SCHOOLS
BOARD OF EDUCATION
May 28, 2025
Report 24-126

Combined Statement of Revenue, Expenditures, and Fund Balance
General, School Service, and Capital Project Funds
As of 04/30/25
Unaudited

	General Fund				School Service Fund				Sinking fund and Capital Projects fund			
	ORIGINAL BUDGET	YTD Actual	Over (Under) Budget	% Rec'd/ Used	ORIGINAL BUDGET	YTD Actual	Over (Under) Budget	% Rec'd/ Used	ORIGINAL BUDGET	YTD Actual	Over (Under) Budget	% Rec'd/ Used
SCHOOL ADMINISTRATION:												
SCHOOL ADMINISTRATION	\$ 2,925,220	\$ 2,411,461	\$ (513,759)	82%								
TOTAL SCHOOL ADMINISTRATION	\$ 2,925,220	\$ 2,411,461	\$ (513,759)	82%								
BUSINESS SERVICES:												
ACCOUNTING/FINANCE	\$ 390,211	\$ 264,866	\$ (125,344)	68%								
PRINTING	\$ 65,017	\$ 42,534	\$ (22,483)	65%								
TOTAL BUSINESS SERVICES	\$ 455,228	\$ 307,400	\$ (147,828)	68%								
OPERATIONS AND MAINTENANCE:												
OPERATIONS AND MAINTENANCE	\$ 3,814,474	\$ 2,891,233	\$ (923,242)	76%								
TOTAL OPERATIONS AND MAINTENANCE	\$ 3,814,474	\$ 2,891,233	\$ (923,242)	76%								
PUPIL TRANSPORTATION SERVICES:												
PUPIL TRANSPORTATION SERVICES	\$ 1,510,597	\$ 1,021,895	\$ (488,702)	68%								
TOTAL PUPIL TRANSPORTATION	\$ 1,510,597	\$ 1,021,895	\$ (488,702)	68%								
CENTRAL SERVICES:												
COMMUNICATION SERVICES	217,835	158,514	(59,321)	73%								
HUMAN RESOURCES	205,965	144,345	(61,620)	70%								
TECHNOLOGY MANAGEMENT	646,965	568,552	(78,414)	88%								
PUPIL ACCOUNTING	77,420	82,667	5,247	107%								
TOTAL CENTRAL SERVICES	\$ 1,148,186	\$ 954,078	\$ (194,108)	83%								
OTHER SERVICES:												
PERFORMING ARTS CENTER	10,300	6,712	(3,588)	65%								
ATHLETICS	641,741	489,478	(152,264)	76%								
TOTAL CENTRAL SERVICES	\$ 652,041	\$ 496,190	\$ (155,851)	76%								
TOTAL SUPPORTING SERVICES	\$ 13,025,034	\$ 9,450,424	\$ (3,574,610)	73%								
COMMUNITY SERVICES												
COMMUNITY EDUCATION	8,279	1,764	(6,515)	21%								
DAYCARE PROGRAM	309,500	297,067		96%								
TOTAL COMMUNITY SERVICES	\$ 317,779	\$ 298,831	\$ (6,515)	94%								
OUTGOING TRANSFERS/FUND MODIFICATIONS:												
OTHER	100,000	111,928	11,928	112%								
TRANSFER TO OTHER FUNDS	-	-	-									
TOTAL OUTGOING TRANSFERS/FUND MODIFICATIONS	\$ 100,000	\$ 111,928	\$ 11,928	112%								
FOOD SERVICE EXPENDITURES					\$ 2,152,321	\$ 1,595,978	\$ (556,342)	74%				
CAPITAL PROJECT EXPENDITURES									\$ 182,595	\$ 361,862	\$ 179,267	198%
TOTAL EXPENDITURES	\$ 41,624,426	\$ 30,468,766	\$ (10,941,547)	73%	\$ 2,152,321	\$ 1,595,978	\$ (556,342)	74%	\$ 182,595	\$ 361,862	\$ 179,267	198%
REVENUE OVER or (UNDER) EXPENDITURES	\$ (987,610)	\$ (3,034,880)	\$ (2,047,271)		\$ 57,773	\$ 360,649	\$ 302,876		\$ (33,845)	\$ (174,888)	\$ (141,043)	

ESS Midwest 2025-26 Contract Renewal

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
May 28, 2025
Report 24-127

FOR ACTION

Subject:

Agreement for the continued use of ESS Midwest (formerly PCMI/Willsub) to provide contracted services for the Athletic department for non-employee coaches, Bentley Bright Beginnings non-certified/non-Administrative staff and for special circumstances in which specialized non-union staff are needed

Recommendation:

Resolve that the Board of Education authorize the Superintendent to sign the proposed contract with ESS Midwest (formerly PCMI/Willsub) for the contract for the 2025-2026 fiscal year.

Facts /Statistics:

The original goals of the District have continued to be met with this ongoing relationship which were primarily as follows:

- Provide a mechanism to reduce the costs associated with providing Childcare and preschool services while trying to preserve the programming
- Reduce the costs for coaches in the Athletic area while trying to preserve the programming
- Contract for non-primary educational services in order to satisfy the push from the State to contract for services
- No change in Fees at the current rate of 22.00% effective, if this agreement is approved. The fees for this agreement have been kept consistent and, although, this represents an increase in the cost, it still considered a valuable and viable partnership.

The contracted relationship between ESS Midwest (formerly PCMI/Willsub) for these services has been ongoing since 2011. The services have been deemed to be satisfactory during this time period and beneficial to the District in meeting the goals outlined above. Other opportunities have been reviewed since 2011 and ESS Midwest (formerly PCMI/Willsub) has continued to be determined to be the best fit for the District's needs. All terms remain of the agreement remain unchanged including rates. The Administrative fee has remained steady over the last several years and ESS has provided assurances that they have attempted to keep the increase to a minimum. Given the uncertainty of the current employment environment, it is considered prudent for the District to continue its relationship with ESS that is known and reliable partner through the last 15 years.

Motion

Seconded

Vote – Ayes

Nays

Motion

ADDENDUM TO EXTEND AGREEMENT

This is an Addendum to an Agreement between **ESS Midwest, Inc.**, (the “Company”) located at 212 Kent St., Suite 12, P.O. Box 516, Portland, MI 48875, and the **Owosso Public Schools** (hereinafter referred to as “LEA” for Local Education Agency).

Whereas, the LEA and the Company entered into an Agreement whereby Company is to provide staffing to fill positions at the request of the LEA for a period ending June 30, 2025;

Whereas, LEA and Company are desirous of extending the term of the Agreement through June 30, 2026 with the provisions set forth below;

Now, Therefore, be it agreed between the parties, as follows:

1. The Term of the Agreement is hereby extended from July 1, 2025 through June 30, 2026;
2. This Agreement will automatically renew for additional one (1) year periods unless either party provides written notice of termination at least ninety days prior to the end of the fiscal school year.
3. Except as specifically and explicitly set forth herein, all other terms of the Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Agreement on the date first set forth below.

Owosso Public Schools

ESS Midwest, Inc.

By: _____

By: _____

Title: _____

Title: Executive V.P., ESS Midwest, Inc.

Date: _____

Date: _____

ESS Midwest, LLC

HUMAN RESOURCE STAFF PLACEMENT AGREEMENT

This is an Agreement, entered into as of July 1, 2024, by and between **ESS Midwest, Inc.** (the “Company”) located at 212 Kent St, Suite 12, P.O. Box 516, Portland, MI 48875 and the **Owosso Public Schools** located at 645 Alger St., Owosso, MI 48867 (hereinafter referred to as “LEA” for Local Education Agency).

Background

The Company is in the business of providing school staff for LEAs, as well as other related staffing services. The LEA desires to engage the services of the Company on the terms and conditions set forth in this Agreement.

NOW THEREFORE, intending to be legally bound and acknowledging the receipt of adequate consideration, the parties hereby agree as follows:

1. Provision of Staff. The Company shall be the exclusive provider of staff listed in Exhibit “A” (hereinafter “Staff”) to fill positions at the request of the LEA on an as-needed basis, using such request mechanism(s), policies and procedures as may be established by the Company from time to time. The Company makes no guarantee that it will be able to fill all requests made by the LEA.

1.1 The LEA agrees that the Company shall be the exclusive contract provider of Staff to the LEA. All or any placement of Staff shall be made pursuant to this Agreement and the processes and procedures established by the Company, be paid by the Company, and be invoiced back to the LEA by Company.

1.2 The LEA will provide a list of staff who the LEA has employed prior to the Agreement and whom the LEA desires to remain in the pool of Staff assigned by the Company to the LEA. The LEA shall provide a written list of such personnel and may update said list, by written addition or deletion of all changes, as appropriate. If the LEA was serviced by another vendor prior to this Agreement, the LEA will also make a good faith effort to produce a list of staff who provided services through this vendor. Subject to the interview, training, background checks and certification requirements included elsewhere in the Agreement, and normal employee responsibilities attendant to employment, the Company will accept such persons for assignment to the LEA. However, as part of the transition process, the LEA certifies that the aforementioned former Staff of the LEA meet the state requirements to serve as Staff (ex. Criminal history, TB Test) for the first 90 days after Company begins services, unless Company is otherwise notified by LEA. The LEA acknowledges that the Staff will be ineligible to accept assignments after said 90 day period if they are determined to be non-compliant with the laws governing educational employees in the State, which shall be Company’s responsibility to determine pursuant to the terms of the Agreement. LEA further agrees to forward to Company any report of criminal activity regarding these Staff from local, state or federal law enforcement or other governmental authorities.

2. Treatment of Staff as Employees of the Company All Staff provided by the Company

will be treated by the LEA as employees of the Company, and not as employees of the LEA, for all purposes, including but not limited to Federal and State income tax purposes. Without limiting the preceding sentence:

2.1 The Company shall maintain all necessary personnel and payroll records for the Staff.

2.2 The LEA shall not be responsible for the payment of the wages and fringe benefits (if any) of the Staff; the Company shall withhold applicable taxes from the wages of the Staff, and shall be responsible for any payroll tax liabilities of an "employer" with respect to the Staff;

2.3 The Company shall provide applicable workers' compensation insurance coverage for the Staff in such amounts as may be required by law; and

2.4 Staff shall not be eligible for tenure with the LEA or be entitled to participate in any of the LEA's employee benefit plans, including pension, 403(b), profit sharing, retirement, deferred compensation, welfare, insurance, disability, bonus, vacation pay, severance pay and other similar plans, programs and agreements, whether or not reduced to writing.

2.5. In order to provide certain Staff who are obtaining the required initial or renewal State certifications, depending upon state requirements, the LEA recognizes that it may be required to execute certificate/permit/license applications and other related documents, such as a criminal history request as a representative of or on behalf of the Company. If necessary, the LEA designates the Company as its designee to submit a Staff's credentials to the county or state department of education office to obtain the Staff certifications. The LEA recognizes that it may be required to execute certain documents to allow the Company to perform its function as its designee. In such instances, the LEA is not responsible for any of the obligations of the Company as the employer included in this Paragraph 2.

3. The Company's Obligations

3.1 The Company will act in good faith to provide Staff who, if needed or applicable, (a) hold a current license and certification for the positions requested by the LEA, (b) have had a completed criminal history and child abuse background check as required by law and/or the applicable Department of Education, (c) have appropriate health screenings, inoculations and tuberculosis testing as required by the state and (d) who shall render services in accordance with applicable laws and procedures of the state and this Agreement.

3.2 In selecting Staff, the Company shall apply such screening and evaluation criteria as it may determine in its sole discretion and as may be required by the applicable law of the jurisdiction in which the services of Staff will be performed. The Company will conduct any additional screening that may be mutually agreed by the Company and the LEA, with an appropriate increase in the Company's fees, to be agreed to in advance, writing by the LEA.

3.3 The Company seeks to provide Staff that are trained for the requested positions. The Company will provide Staff training as required by the State, including as applicable, classroom management, general rules and procedures applicable to the position, and other

pertinent matters prior to any assignment of said Staff. For existing LEA staff, the Company shall provide training as requested by the LEA for a fee equal to the Company's actual cost.

3.4 The Company expects that the Staff assigned to the LEA will perform their services satisfactorily. If the LEA notifies the Company via the company electronic portal that a Staff has not performed satisfactorily within the reasonable discretion of the LEA, along with the clear reasons therefor, the Company will honor the LEA's request not to assign specific Staff. This section will in no way affect the right of Company, in its sole discretion as employer, to hire, assign, reassign, discipline and/or terminate its own employees. The LEA understands that declining the services of a specific Staff may result in the Company's inability to secure an acceptable alternate if timely notice of the request is not provided.

4. The LEA's Obligations. In connection with Staff provided by the Company pursuant to this Agreement, the LEA shall:

4.1 Provide information to the Staff as needed to allow the Staff to fully understand the duties and responsibilities of the placement and promptly report to Company any suspicious, unusual, inappropriate behavior or unsatisfactory performance;

4.2 Provide a safe and suitable workplace that complies with all applicable governmental safety and health standards, statutes, and regulations;

4.3 Provide Staff with (i) adequate information, training, and safety equipment with respect to hazardous substances and any inherent dangers of the workplace (including known violent students, as allowed by applicable law), (ii) emergency procedures, and (iii) school rules and protocols, policies and procedures regarding student disciplinary actions, and confidentiality of student records. Further, the LEA will provide all Staff with any training appropriate to the needs, duties, responsibilities or knowledge unique to the LEA or otherwise different than would generally be appropriate in other LEAs.

4.4 Not assign Staff to assignments which (i) have sole custody of a single student for an extended period without LEA oversight, (ii) have sole responsibility for more than one classroom of students at a time, (iii) administer or maintain custody of any student medications, (iv) have custody of cash, negotiable valuables, merchandise, credit cards, check writing materials, keys or similar property, except for student lunch money that may be collected in the normal course of business, (v) use any vehicle on behalf of the LEA; (vi) work more than eight (8) hours in a day or more than forty (40) hour per week without notice to Company;

4.5 Assign Staff only to tasks for which they have been requested, unless written consent has been given by the Company. Heavy labor, lifting, or physical activity is prohibited unless required and accepted in the job description.

4.6 Not assign Staff to travel or perform duties off the normal school premises of the LEA except for class trips which are supervised by an LEA teacher;

4.7 If Staff is assigned duties in connection with the LEA's computer systems, maintain appropriate password security and backup copies of all data;

4.8 Maintain appropriate written internal control policies and procedures to ensure

the confidentiality of all student records and appropriately limit the access of Staff to such records;

4.9 Not promise any Staff an increased rate of compensation;

4.10 Comply with any reasonable restrictions imposed by the Company on the responsibilities to be assigned to any Staff;

4.11 Approve and sign paper or electronic forms supplied by the Company documenting the amount of time worked by Staff or, if representatives of the LEA are not available to approve and sign such forms, authorize such forms to be executed by representatives of the Company on behalf of the LEA;

4.12 Be responsible for keeping the Company promptly informed by email (if available) of all Staff on-site changes and any changes in the LEA or building supervisory contact information;

4.13 Comply with all Company policies and procedures to accurately invoice the LEA, process the daily record keeping and other tasks necessary for the Company to administer and track Staff, including but not limited to, sign in and out procedures and related records;

4.14 The LEA shall be solely responsible to control staff absences and any budgetary impact resulting therefrom;

4.15 LEA represents that its actions under this Agreement do not violate its obligations under any agreement that LEA has with any labor union;

4.16 LEA shall cooperate with Company with respect to Company's recruiting efforts and activities, including but not limited to, (i) promptly sharing applications for LEA positions with Company; (ii) adding a link on the front page and employment page of the LEA's website to Company's website, and (iii) reasonably assisting Company with advertising positions on LEA social media accounts;

4.17 If allowable by state procurement law, other LEAs may utilize this Agreement if mutually agreeable to Company.

4.18 LEA shall cooperate and coordinate with Company with respect to Company's development and installation of Company's information technology (IT) systems for the LEA. The LEA understands that failure to cooperate in this regard may lead to a delay in services.

4.19 In the event of a complaint concerning Staff, LEA shall provide Company with a written incident report. Company and LEA agree to cooperate, exchange information, and reasonably permit each other's involvement in any investigatory activities or proceedings to the extent allowable by law.

5. Indemnification and Limitations of Liability.

5.1 **Indemnification of the LEA by the Company.** The Company shall indemnify and hold the LEA's Board, and its agents, employees and Board members harmless from and against all claims or losses incurred, including reasonable attorney's fees, that are proximately

caused by the acts or omissions of the Company, Staff, or other employees or authorized agents of the Company, or by the Company's breach of this Agreement, except that such indemnification shall not apply to any claims or losses for which the Company is entitled to indemnification by the LEA. In addition, the Company's indemnification for any and all claims here under this Agreement shall be expressly limited to the extent of insurance coverage that is paid to the Company for such claims, if any, under the Company's insurance policies required under this Agreement.

5.2 Indemnification of the Company by the LEA. The LEA shall indemnify and hold the Company harmless from and against all claims or losses incurred by the Company, including reasonable attorney's fees, (i) that are proximately caused by the acts or omissions of the LEA or its employees or authorized agents, or by the LEA's breach of this Agreement; or (ii) arise from any injury to Staff or other persons on the premises of the LEA or while performing services on behalf of the LEA and not caused by the acts or omissions of the Company, Staff, or other employees or authorized agents of the Company.

5.3 Notification; Right to Defend. A party incurring any claim or loss for which indemnification may be provided pursuant to this section 5 shall promptly notify the other party in writing. The recipient of such notice may, at its own cost and expense, thereupon assume the defense of any third party claim using counsel reasonably satisfactory to the notifying party.

5.4 Limitation of Damages. Under no circumstances shall the Company be liable for special, indirect, consequential, punitive, expectancy, lost profit or goodwill damages, or for damages caused by the unsatisfactory performance of Staff that does not result in a finally adjudicated claim of damages against the LEA brought by a third party.

5.5 Complete Agreement. The parties agree that this section 5 sets forth their complete agreement with respect to any possible indemnification claim, and waive their right to assert any common-law indemnification or contribution claim against the other.

6. Fees and Payment.

6.1 The Company's Pricing Plan, attached hereto as Exhibit A and made a part of this Agreement, is accepted by the LEA. The Company shall submit to the LEA a standard weekly invoice showing in reasonable detail the services provided. For hourly positions, LEA shall pay for all time actually worked by Staff, not scheduled time. Company will comply with any federal, state or local laws, if any, requiring paid leave. If federal, state or local laws require paid leave, LEA will reimburse Company for paid leave days taken by Company staff for a district assignment per the service rate set forth in the pricing exhibit.

6.2 Changes to Pricing Plan. In the event that the LEA requests to increase the established pay rate for Staff from that specifically listed on Exhibit A, or if the LEA requests to establish a new Staff classification or new pay rate to be paid to some or all of the Staff not identified on Exhibit A (e.g., for improved recruitment, retention or for other reasons), the billing rate to the LEA shall be determined by using the markup used on Exhibit A. The LEA shall provide the Company fourteen (14) days prior written notice of its request to change an existing pay rate or establish a new Staff classification and pay rate.

The Company may change the Pricing Plan contained on Exhibit A in the event that government (local, state or federal) mandated labor costs, including but not limited to, employee healthcare or family leave benefits, minimum wage, payroll taxes, or workers compensation rates, which are required by law, regulation or mandate are enacted, implemented, become effective or are increased after the date of this Agreement. The Pricing Plan shall be adjusted as of the effective date of the law, regulation or mandate to reflect the actual cost increase to the Company reasonably calculated on a direct or pro rata basis. For multi-year Agreements or whenever this Agreement is extended, the Pricing Plan will be modified to reflect a cost of living adjustment equal to the lesser of 3% or the applicable consumer price index rate for the LEA for the twelve months preceding the most recent quarterly rate.

6.3 Use or Employment of Staff by the LEA Directly. Company maintains the right to manage the schedule of its employees. Accordingly, if the LEA engages the services of any Staff other than through the Company on a per-diem, hourly or other basis, whether for services covered in this Agreement or otherwise, the LEA shall promptly notify the Company in writing and provide all information as the Company may reasonably request. Furthermore, if LEA hires Staff for services which are provided by Company in accordance with this Agreement, for the lesser of the period for which such Company employee is engaged or the term of this Agreement, the LEA shall calculate and pay to the Company any amounts due by using the daily or hourly markup used on Exhibit A. Failure of the LEA to promptly notify the Company that it has employed Staff may result in the Company continuing to pay wages to the Staff for assignments which are not worked. In such event, the LEA shall be liable to Company for all costs, including wages paid to the Staff, lost markup, and reasonable collection costs.

If LEA hires Staff as a full-time employee of the LEA during the term of this Agreement, LEA shall pay to Company the sum of \$2,500.00. This payment is to reimburse Company for recruitment expenses and lost revenue. This fee shall not be due if the Staff was a “district original”, i.e. previously working for the LEA at the start of this Agreement, or if the Staff has worked ninety (90) or more days of assignments as Staff for the LEA.

6.4 Non-Solicitation of Company Corporate Staff. LEA agrees that during the term of this Agreement and for a period of 12 months after the termination of the Agreement, without obtaining the prior written consent of the Company, neither the LEA nor any of its affiliates shall directly or indirectly, for itself or on behalf of another person or entity solicit for employment or otherwise induce, influence or encourage to terminate employment with the Company or employ or engage as an independent contractor any corporate employee of the Company (i.e. employee working for Company in a role other than as “Staff”) with whom the LEA had contact or who became known to the LEA in connection with this Agreement. For the purposes of this section, “Company” also includes Source 4 Solutions LLC.

6.5 Payment. The LEA shall pay the Company upon receipt of invoice via an ACH Debit initiated by Company. If the LEA is unable to provide an ACH initiated by Company, the LEA can elect to provide an ACH or wire transfer. Payment not received within fifteen (15) business days after receipt of invoice will be subject to a \$25.00 late fee and 1% per month service charge. Any dispute of billing must be communicated to Company within 10 days of receipt of invoice. Any adjustments less than 10% of the invoice will not delay payment and will be applied

to the following invoice. LEA shall be liable for all of the Company's reasonable costs of collection, including reasonable attorneys' fees.

6.6 Sales and Use Tax. The LEA represents that it is currently exempt from any sales and use taxes or similar governmental charges or value added tax imposed with respect to the services provided by the Company. If any such taxes or charges are otherwise due or are imposed or become due, they will be the responsibility of the LEA.

7. Term. The term of this Agreement shall begin on July 1, 2024 and shall remain in effect through June 30, 2025. After the initial term the parties may agree to extend or renew this contract for additional terms of three (3) terms of one (1) year each; however either party shall have the right to propose a new or modified agreement for the new contract term. Each renewal or extension of this contract must occur at least ninety (90) days prior to the expiration of the current term of this agreement. Notwithstanding the preceding sentence, either party may terminate this Agreement if (i) the other party breaches a material provision of this Agreement and such breach is not cured within 30 days following written notice or (ii) in the case of a breach that by the terms of the breach cannot be cured within 30 days, the breaching party has not instituted measures to cure such breach within 10 days and fully cured such breach within 90 days. Further, the Company has the right to terminate this Agreement should any student or LEA employee physically or verbally assault or injure a Company's employee, and the LEA does not respond to the incident to the Company's satisfaction. In the event either party terminates this Agreement, the LEA shall pay all amounts due under the terms of this Agreement to the Company for services provided through the date of termination.

8. Insurance Coverage. Each party shall, at its own cost and expense, maintain insurance coverage reasonably appropriate for the activities it conducts and the risks it assumes. The insurance coverage maintained by the Company shall include:

8.1 Workers' compensation coverage of such types and in such amounts as may be required by the laws of the jurisdiction in which the services of Staff are performed;

8.2 Commercial general liability coverage, including personal injury, blanket contractual liability, and broad form property damage, with a \$2,000,000 combined single limit per occurrence;

8.3 Umbrella coverage with a \$1,000,000 combined single limit per occurrence.

9. Confidentiality & Non-Disparagement. During the course of the business relationship, each party may be given access to proprietary or confidential information of the other, including, but not limited to, pricing policies, the identity and social security numbers of employees, and business policies and systems ("Confidential Information"). Each party shall hold Confidential Information of the other party in confidence, treating such Confidential Information with no less care than it treats its own, and shall not disclose such Confidential Information to any third party or use such Confidential Information for any purpose other than as contemplated by this Agreement. Upon termination of this Agreement, or sooner if requested by either party, each party shall return all Confidential Information of the other party in its possession, without retaining copies of such Confidential Information. This section shall not apply to information (i) that is in the public domain, or (ii) required to be disclosed by law or legal process.

At no time during or after the term of this Agreement and for a period of two (2) years thereafter shall either party directly or indirectly disparage the commercial business, professional or financial, as the case may be, reputation of the other party or any of their employees, management, owners or officers.

10. Absentee Management System; Data and Intellectual Property. To provide Staff, Company may utilize its own or the LEA's absentee management system (hereinafter "System") as it is agreed between the parties. Under either method, the Company owns all employee and absence management information data related to Staff. If the Company utilizes the LEA's System, the LEA shall allow and authorize the Company full access to the System (sometimes referred to as "Super User" status) throughout the term of the Agreement and for thirty days after termination. In the event this Agreement is terminated, Company shall have thirty (30) days to remove Company data from the System. All Company data, intellectual property, including processes, procedures and knowhow, trademarks and copyrights, are and shall remain the sole property of the Company.

11. Miscellaneous

11.1 Amendments; Waivers. This Agreement may be amended as agreed between the parties. No amendment, modification, or waiver of any provision of this Agreement shall be binding unless in writing and signed by the party against whom the operation of such amendment, modification, or waiver is sought to be enforced. No delay in the exercise of any right shall be deemed a waiver thereof, nor shall the waiver of a right or remedy in a particular instance constitute a waiver of such right or remedy generally.

11.2 Notices. Any notice or document required or permitted to be given under this Agreement shall be deemed to be given on the date such notice is (i) deposited in the United States mail, postage prepaid, certified mail, return receipt requested, (ii) deposited with a commercial overnight delivery service with delivery fees paid, or (iii) transmitted by facsimile or electronic mail with transmission acknowledgment, to the principal business address of the recipient or such other address or addresses as the parties may designate from time to time by notice satisfactory under this section. A copy of any notice to the Company shall be sent to the attention of the Company's president at the regular business address of the Company.

11.3 Governing Law. This Agreement shall be governed by the internal laws of the LEA's state without giving effect to the principles of conflicts of laws. Each party hereby consents to the personal jurisdiction of the federal or state courts located in LEA's County, and agrees that all disputes arising from this Agreement shall be prosecuted in such courts. Each party hereby agrees that any such court shall have in personam jurisdiction over such party and consents to service of process by notice sent by regular mail to the address set forth above and/or by any means authorized by the law of the LEA's state.

11.4 Language Construction. The language of this Agreement shall be construed in accordance with its fair meaning and not for or against any party. The parties acknowledge that each party and its counsel have reviewed and had the opportunity to participate in the drafting of this Agreement and, accordingly, that the rule of construction that would resolve ambiguities in favor of non-drafting parties shall not apply to the interpretation of this Agreement.

11.5 Payment of Fees. In the event of a dispute arising under this Agreement finally

resolved through litigation or alternate dispute resolution, the prevailing party shall be entitled to recover reasonable attorneys' fees and costs.

11.6 Force Majeure. Neither party shall be responsible for delays or failure to perform caused by acts of God (including fire, flood, storm, or other natural disturbances), war, civil war, riot, epidemic, acts of foreign enemies, terrorist activities, government sanction, strikes or other labor disputes (it being specifically understood that the existence of any picket line by a collective bargaining unit shall be considered as within this definition of force majeure), interruption or failure of electric, telephone or similar service or other causes beyond such party's control.

11.7 Signature in Counterparts. This Agreement may be signed in counterparts, each of which shall be deemed to be a fully-executed original.

11.8 Signature by Facsimile. An original signature transmitted by facsimile shall be deemed to be original for purposes of this Agreement.

11.9 Assignment. No party to this Agreement shall assign its rights or duties hereunder, without the prior written consent of the other parties, except that the Company may assign its rights and duties in connection with a sale or other disposition of all or substantially all of its business. Company may also assign e-learning solutions for distance instruction to Proximity Learning, Inc., and special education related services to Academic Staffing, Inc., both ESS wholly owned companies.

11.10 No Third Party Beneficiaries. Except as otherwise specifically provided in this Agreement, this Agreement is made for the sole benefit of the parties. No other persons shall have any rights or remedies by reason of this Agreement against any of the parties or shall be considered to be third party beneficiaries of this Agreement in any way.

11.11 Binding Effect. This Agreement shall inure to the benefit of the respective heirs, legal representatives and permitted assigns of each party, and shall be binding upon the heirs, legal representatives, successors and assigns of each party.

11.12 Titles and Captions. All article, section and paragraph titles and captions contained in this Agreement are for convenience only and are not deemed a part of the context hereof.

11.13 Pronouns and Plurals. All pronouns and any variations thereof are deemed to refer to the masculine, feminine, neuter, singular or plural as the identity of the person or persons may require.

11.14 Entire Agreement. This Agreement constitutes the entire agreement between the parties with respect to its subject matter and supersedes all prior discussions, agreements, understandings and negotiations. The LEA and Company agree that in the event that any provision of this Agreement shall be held invalid or unenforceable for any reason, such invalidity or unenforceability shall attach only to such provision and shall not affect or render invalid any other provision of this Agreement.

[INTENTIONALLY LEFT BLANK; SIGNATURES ON FOLLOWING PAGE]

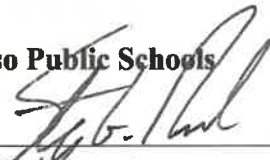
IN WITNESS WHEREOF, the parties have executed this Agreement on the date first set forth above.

ESS Midwest, Inc.

By 
Steve Gritzuk, Chief Operating Officer

Date 6/10/24

Owosso Public Schools

By 
Signature
Stephen B. Books
Name and Title

Date 5-22-24

EXHIBIT A**PRICING PAID BY THE LOCAL EDUCATION AGENCY TO COMPANY**

Position Title or Service	Type of Employment	Administrative Fee
Sea Turtles	PT/FT	22.0%
Bright Beginnings	PT/FT	22.0%
Coach	Seasonal	22.0%
Instructional Aides	PT/FT	20.0%

ESS will require that the LEA has an employee who has obtained willSub® administrator training. If said willSub® administrator is no longer able to serve as such, the LEA will promptly and at the LEA's expense have a new employee trained as a willSub® administrator.

Approval of Communicable Disease Health Material

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
May 28, 2025
Report 24-128

FOR ACTION

Subject:

Approval of Communicable Disease Health Material

Recommendation:

Resolve that the Board of Education approve the Communicable Disease Health Material.

Facts/Statistics:

In accordance with Michigan state law HIV Education must be offered at least once per year at every building level (elementary, middle school, high school. All public schools are required to provide HIV education. We are bringing forward a request for Board approval of an HIV presentation for elementary students.

The proposed materials have been reviewed and approved by our district's Health Committee, which includes representation from school nurses, teachers, parents, students, and clergy. The committee has determined the presentation to be both medically accurate and age-appropriate for the elementary level. This presentation is intended for 5th grade only.

Our school nurses had the opportunity to collaborate with other local districts within our county to ensure alignment with neighboring schools and community. The selected content is consistent with what is being implemented in surrounding districts, supporting a unified approach to health education in our region.

As required by state law:

- Parents and guardians will be notified in advance of the presentation.
- They will have the opportunity to review the materials prior to the presentation and may choose to opt their child out of participation.
- The district will also hold two public viewings of the material prior to formal adoption by the Board of Education. This ensures transparency and gives community members a chance to view the content in advance.

Based on the review and recommendation of the Health Committee, we are requesting Board approval to move forward with this presentation.

Motion

Seconded

Vote – Ayes

Nays

Motion

Shiawassee RESD General Fund Budget 2025-26

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
May 28, 2025
Report 24-129

FOR ACTION

Subject:

SRESB Budget Resolution Approval

Recommendation:

Resolve that the Board of Education support/disapprove the Shiawassee Regional Education School District 2025-2026 budget as presented, and authorize the superintendent to forward the resolution to the SRESB board on or before June 1, 2025.

Rationale:

Section 624 of the Revised School Code, as amended, requires the intermediate school board to submit its proposed budget not later than May 1 of each year to the board of each constituent district for review. The local school district's board of education must do the following on or before June 1 of each year:

1. review the proposed intermediate school district budget;
2. adopt a resolution expressing the board's support for or disapproval of the proposed intermediate school district budget; and
3. if the board disapproves of the budget, submit to the intermediate school board any specific objections and proposed changes the constituent district board has to the budget.

Facts/Statistics:

The intermediate school district reform legislation is part of Act 234, Public Acts of Michigan, 2004. A draft of each resolution (to support or disapprove) is attached to this report. The actual budget was presented to Rick Mowen, Board of Education Trustee on May 5, 2025 at a budget proposal meeting held at the SRESB. The SRESB budget appropriations have been included as part of the Board package.

Motion

Seconded

Vote – Ayes

Nays

Motion

**SHIAWASSEE REGIONAL EDUCATION SERVICE DISTRICT
GENERAL FUND BUDGET
FY 25-26 Proposed Budget**

DRAFT

<u>Revenue</u>	<u>FY 25-26 Proposed Budget</u>
100 Local Revenue	3,311,246
300 State Revenue	46,444,554
400 Federal Revenue	553,508
500 Local Transfers	3,060,294
600 Fund Transfers	3,122,954
Total Revenue	56,492,556
<u>Expenditures</u>	
110 Early Childhood	48,136
120 Career & Tech Ed	172,018
210 Pupil Services	3,090,594
220 Instructional Support	3,934,070
230 General Administration	684,680
250 Business Services	1,254,600
260 Operations & Maintenance	431,709
270 Transportation	-
280 Central Support	2,362,291
290 Other	-
300 Community Services	1,563,947
400 Outgoing Local Transfers	40,239,017
600 Outgoing Fund Transfers	2,491,048
Total Expenditures	56,272,108
 Excess/(Deficit) for Fiscal Year	 220,448

Note: General Fund Millage = .2368 mills

It is the recommendation of the Superintendent that the following Resolution be adopted.

Resolved that this resolution shall be the General Fund Budget of the Shiawassee Regional Education Service District for the fiscal year 2025-2026. A resolution to make appropriations; to provide the expenditure of the appropriation and to provide for the disposition of all income received by the Shiawassee Regional Education Service District; that the General Fund Tax Levy for fiscal year 2025-2026 based on the maximum allowable amount as approved by the taxpayers in Shiawassee County. Be it further resolved that the Board of Education hereby commits this fund's fund balance.

**Shiawassee Regional Education Service District (RESD)
General Fund Operating Budget
RESOLUTION**

_____, Michigan (the "District")

A _____ meeting of the Board of Education of the District was held in the _____
_____ in the District, on the ____ day of _____, 2025 at _____ o'clock in the
_____.

The meeting was called to order by _____, President

Present: Members

Absent: Members

The following preamble and resolution were offered by Member _____ and
supported by Member _____.

WHEREAS:

1. Section 624 of the Revised School Code, as amended, requires the intermediate school board to submit its proposed budget not later than May 1 of each year to the board of each constituent district for review; and

2. Not later than June 1 of each year, the board of each constituent district shall review the proposed intermediate school district budget, shall adopt a board resolution expressing its support for or disapproval of the proposed intermediate school district budget, and shall submit to the intermediate school board any specific objections and proposed changes the constituent district board has to the budget.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The board of education has received and reviewed the proposed intermediate school district budget in accordance with Section 624 of the Revised School Code, as amended, and by the adoption of this resolution, expresses its support for the proposed intermediate school district budget.

2. The secretary of the board of education or his/her designee shall forward a copy of this resolution to the intermediate school board or its superintendent no later than June 1, 2025.

3. All resolutions insofar as they conflict with this resolution will be and the same are hereby rescinded.

Ayes: Members

Nays: Members

Resolution declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of _____, Michigan hereby certifies that the foregoing is a true and complete copy of a resolution adopted by the Board at a _____ meeting held on _____, 2025, the original of which resolution is a part of the Board's minutes, and further certifies that notice of the meeting was given to the public under the Open Meetings Act, 1976 PA 267, as amended.

Secretary, Board of Education

**Shiawassee Regional Education Service District (RES D)
General Fund Operating Budget
RESOLUTION**

61

**Disapproval of
Budget**

_____, Michigan (the "District")

A _____ meeting of the Board of Education of the District was held in the _____
_____ in the District, on the ____ day of _____, 2025, at _____ o'clock in the
_____.

The meeting was called to order by _____, President

Present: Members

Absent: Members

The following preamble and resolution were offered by Member _____ and
supported by Member _____.

WHEREAS:

1. Section 624 of the Revised School Code, as amended, requires the intermediate school board to submit its proposed budget not later than May 1 of each year to the board of each constituent district for review; and

2. Not later than June 1 of each year, the board of each constituent district shall review the proposed intermediate school district budget, shall adopt a board resolution expressing its support for or disapproval of the proposed intermediate school district budget, and shall submit to the intermediate school board any specific objections and proposed changes the constituent district board has to the budget.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The board of education has received and reviewed the proposed intermediate school district budget and has determined that it disapproves of certain portions of the proposed intermediate school district budget which objections, along with proposed changes, if any, are set forth on Exhibit A attached hereto and incorporated herein by reference.

2. The superintendent is hereby directed to submit a certified copy of this resolution to the intermediate school board and/or to the intermediate school district superintendent with the specific objections and proposed changes that this board has to the budget no later than June 1, 2025.

3. All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution will be and the same are hereby rescinded.

Ayes: Members

Nays: Members

Resolution declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of _____, Michigan hereby certifies that the foregoing is a true and complete copy of a resolution adopted by the Board at a _____ meeting held on _____, 2025, the original of which resolution is a part of the Board's minutes, and further certifies that notice of the meeting was given to the public under the Open Meetings Act, 1976 PA 267, as amended.

Secretary, Board of Education

Shiawassee RESD Biennial Election

OWOSSO PUBLIC SCHOOLS
Board of Education
May 28, 2025
Report 24-130

FOR ACTION

Resolve that the Board of Education adopt the Resolution to confirm their designation of _____ to be their designated representative of the Owosso Public Schools for the electoral body of the ISD biennial election to be held June 2, 2025 as acted upon at the regular Owosso Public Schools Board meeting on May 28, 2025 and _____ as an alternate representative in the event _____ is unable to attend. In addition, resolve that the Board direct _____ or their alternate to cast a vote on behalf of the Owosso Public Schools Board of Education at the election to be held on June 2, 2025 for two six-year term candidates of the two candidates listed as follows: Dr. Timothy Atkinson and Margaret Sayles, and one two-year partial term candidate of the one candidate listed as follows: Janice Ray.

Rationale:

The Revised School Code provides that board members of Shiawassee Regional Education Service District, Michigan, be elected biennially on the first Monday in June by an electoral body composed of one (1) person designated by the Board of each constituent school district. The designee from the Owosso Schools Board of Education must be directed to cast the vote on behalf of the District during the regular meeting by adoption of the presented resolution. This resolution was considered during the Owosso Public Schools Board of Education first regular meeting held just prior to this second regular meeting.

Facts/Statistics:

- The Revised School Code further provides that this Board shall consider the resolution of designating its representative on the electoral body at not less than one (1) public meeting before adopting the designating resolution. The resolution must be presented no earlier than May 15, 2023 and prior to the actual SRESB election taking place on June 5, 2023.
- The actual election of candidates happens once every two years (biennial). This year the SRESB must elect **two** candidates for six-year terms, and **one** candidate for a partial two-year term. The candidates for the SRESB Board presented for consideration during the Owosso Public Schools Board of Education meeting are as follows:

Six-Year Term Candidates, ending June 30, 2031

1. Dr. Timothy Atkinson – resident of Owosso Township
2. Margaret Sayles – resident of Laingsburg

Partial Term Candidate, ending June 30, 2027

1. Janice Ray – resident of Corunna

Profiles for these candidates have been included in this Board package along with the required resolution for adoption.

Motion Seconded Vote – Ayes	Nays	Motion
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**RESOLUTION DESIGNATING DISTRICT'S ELECTION REPRESENTATIVE
AND WHOM TO VOTE FOR ON BEHALF OF THE BOARD OF EDUCATION
(To be adopted on or after May 12, 2025)**

66

_____, Michigan (the "District")

A _____ meeting of the board of education of _____, Michigan (the "Board"),
was held in the _____, in the District, on the _____ day of _____, 2025,
at _____ o'clock in the _____.

The meeting was called to order by _____, President.

Present: Members

Absent: Members

The following preamble and resolution were offered by Member _____ and supported by Member
_____.

WHEREAS:

1. The biennial election of the Board of Shiawassee Regional Education Service District (the "ISD") will be held on Monday, June 2, 2025; and

2. The members of the ISD Board will be elected by an electoral body composed of one (1) person designated by the board of each of the constituent school districts; and

3. In accordance with Section 614(2) of the Revised School Code [MCL380.614(2)], this Board must now adopt a resolution which designates its representative to the electoral body and direct said representative to vote on behalf of this Board for the specific candidate this Board supports for each position to be filled on the RESD Board, at least on the first ballot taken by the electoral body.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. This Board does hereby approve the designation of _____ as the representative of this Board for the electoral body, which body will elect two (2) six-year term candidates and one (1) two-year partial term candidate to the vacancies on the Shiawassee RESD Board of Education on Monday, June 2, 2025 and _____ as an alternate representative in the event the designated representative is unable to attend.

2. The designated representative, or the alternate in the event of the absence of the designated representative, is further directed to cast a vote on behalf of this Board for _____ (a six-year term), _____ (a six-year term), and _____ (a two-year partial term) (*insert candidates' names equal to the number of vacancies*).

3. The Secretary of this Board is hereby further directed to file a certified copy of this resolution with the Secretary of the RESD Board at or prior to the election of the RESD Board on Monday, June 2, 2025.

4. All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution be and the same are hereby rescinded.

Ayes: Members

Nays: Members

Motion declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of _____, Michigan, hereby certifies that the foregoing is a true and complete copy of a resolution adopted by the Board at a _____ meeting held on _____, 2025, the original of which resolution is a part of the Board's minutes, and further certifies that notice of the meeting was given to the public under the Open Meetings Act 1976 PA 267, as amended.

Secretary, Board of Education

Approval of Board Norms

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
May 28, 2025
Report 24-131

FOR ACTION

Subject:

Approval of Board Norms

Recommendation:

Resolve that the Board of Education approve the revised Board Norms as listed below, replacing the version adopted in 2012.

Proposed Revised Board Norms

As Owosso Public School Board members, we will:

- Put students first in all decisions and actions.
- Communicate respectfully, honestly, and in a timely manner.
- Come prepared for all meetings and discussions.
- Be committed to the vision and mission of the district.
- Act as a unified board once decisions are made.
- Be punctual and courteous, and notify others if we will be absent.
- Avoid surprises by keeping each other informed.

These norms are intended to guide the culture, expectations, and conduct of the board in all settings and to serve as a public reflection of the Board's commitment to ethical leadership and collaborative governance.

Rationale:

The current Owosso Board of Education Norms were last updated in 2012. These norms have historically served as the guiding principles that define how the Board operates, interacts, and conducts its work on behalf of the students, staff, and community of Owosso Public Schools. In the thirteen years since the last update, the district has grown and evolved, making this an appropriate and timely opportunity to refresh the norms to reflect current expectations and best practices in school board governance.

The revised Board Norms aim to reinforce a shared commitment to professionalism, mutual respect, transparency, and student-focused decision-making. These guiding statements were developed in alignment with the district's vision and mission, as well as board discussions and input from governance resources, including the Michigan Association of School Boards.

Motion

Seconded

Vote – Ayes

Nays

Motion



BOARD OF EDUCATION NORMS

**As Owosso Public Schools Board Members,
we will:**

- Put students first in all decisions and actions.
- Communicate respectfully, honestly, and in a timely manner.
- Come prepared for all meetings and discussions.
- Be committed to the mission and vision of the district.
- Act as a unified board once decisions are made.
- Be punctual and courteous, and notify others if we will be absent.
- Avoid surprises by keeping each other informed.

Approval to Update Superintendent Contract Schedule A Index

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
May 28, 2025
Report 24-132

FOR ACTION

Subject:

Approval to Update Superintendent Contract Schedule A Index

Recommendation:

Resolve that the Board of Education acknowledge and approve the updated *Schedule A Index* as an administrative correction and authorize its inclusion in the Superintendent's current employment contract.

Rationale:

As part of the recent court ruling involving the Michigan Office of Retirement Services (ORS), guidance has been issued clarifying the appropriate structuring and reporting of certain contract compensation components for MPSERS reporting purposes.

In accordance with the legal counsel's recommendation and the recent ORS case decision, *Schedule A Index* of the Superintendent's contract has been revised for reporting alignment only. There is no change to the terms, compensation, or conditions of the original contract as approved by the Board.

The revisions are purely clerical and ensure that the chart under *Schedule A Index* reflects updated formatting consistent with ORS compliance expectations. This change is being documented formally for transparency and proper recordkeeping.

Schedule A Index is At Place

Motion

Seconded

Vote – Ayes

Nays

Motion

Bond Election Resolution

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
May 28, 2025
Report 24-133
 (Actual Prequalification Application will be “At Place”)

FOR ACTION

Subject:

Board approval of the Application for Preliminary Qualification of Bonds.

Recommendation

Recommend that the Board of Education adopt the resolution contained in the “Application for Preliminary Qualification of the Bonds” presented to the Board and outlined in this report.

Facts/Statistics:

On February 26, 2025, the Owosso Board of Education authorized administration to initiate an exploratory process for a potential bond campaign. This included assembling district and community committees to assess facilities and district-wide needs, as well as partnering with professional firms to conduct a comprehensive review and develop informed recommendations.

The district’s last major bond initiative was passed in 2017. Since that time, many of our facilities have continued to age, highlighting the need for updated infrastructure, enhanced safety and security, and modern learning environments that support 21st-century education. Owosso Public Schools now has a strategic opportunity to restructure existing bonds in a way that maximizes value for both the community and our schools.

Over the past three months, a detailed assessment of current facilities was conducted, with a focus on safety, functionality, and future readiness. As part of the process, the district engaged stakeholders—including parents, students, staff, and community members—through the formation of committees, 12 community meetings, and online surveys to gather input and build consensus.

To proceed with the next phase of a bond initiative, an Application for Preliminary Qualification of Bonds must be formally authorized and certified by the Board. This application is a required step under Michigan law and ensures the transparency and integrity of the proposed bond.

In order to move forward with any bond process, an Application for Preliminary Qualification of Bonds must be authorized and certified by the Board.

Key points regarding the application:

- There is no cost to the district for the preparation of this application.

- It was developed in collaboration with our architectural partners at Spicer Group, construction managers from Clark Construction, and financial advisors from PFM.
- The application includes detailed information by location on proposed projects, estimated costs, and financing plans.
- On May 23, 2025, the application was presented to the Michigan Department of Treasury for preliminary feedback. During this meeting, Treasury reviewed the validity of the proposal, public engagement efforts, projected building use, and the appropriateness of the proposed projects.
- All recommendations from Treasury have been incorporated into the final version of the application now presented to the Board for approval.
- Upon Board approval, the application will be signed by the Board Secretary, sent to bond counsel, and then submitted to Treasury for final review and certification.

All of the aforementioned steps are required by law in order to assure that the integrity of the bond proposal and that the needs of the community are being considered in the process.

Motion

Seconded

Vote – Ayes

Nays

Motion

BOARD RESOLUTION FOR THE APPLICATION FOR PRELIMINARY QUALIFICATION OF BONDS

The Owosso Public Schools Board of Education, at a regular meeting of the Board, which was conducted and for which public notice of said meeting was given pursuant to and in full compliance with Act 276 of the Public Acts of 1976 (Open Meetings Act), on this 28th day of May 2025 resolve to take the following action:

- 1) Resolved to apply for preliminary qualification of bonds by the State Treasurer for the purpose of financing the school construction description in the presented application.
- 2) That said application is presented to the State Treasurer for action prior to the official action of the Board of Education calling the election on said bond issue.
- 3) Resolved that this Board of Education will present a final qualification application to the State Treasurer for qualification of their bonds after this bond issue has been approved by the electors of said district.
- 4) Read the application and approved all statements and representations contained herein as true to the best knowledge and belief of the Board.
- 5) Authorized the Secretary of the Board of Education to sign the Preliminary Application and submit same to the State Treasurer for review and approval.

Ayes: Members

Nays: Members

Motion declared adopted.

Nick Henne
Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of Owosso Public Schools, Shiawassee County, Michigan, hereby certifies that the foregoing is a true and complete copy of a resolution, inclusive of the Application for Preliminary Qualification of Bonds, adopted by the Board at a regular meeting held on May 28, 2025 the original of which resolution is a part of the Board's minutes and further certifies that notice of the meeting was given to the public under the Open Meetings Act, 1976 PA 267, as amended.

Nick Henne
Secretary, Board of Education

Application for Preliminary Qualification of Bonds

Issued under authority of Public Act 92 of 2005, as amended

Election Date

November 4, 2025

Application No.

[Enter Application Number]

District Name and Address

Owosso Public Schools

645 Alger Street

Owosso, Mi 48867

School District Code and Phone No.

78-110

(989) 723-8131

Superintendent Name and Email

Steve Brooks

brooks@owosso.k12.mi.us

Mailing Instructions

Return ONE originally signed copy to your bond counsel by OVERNIGHT MAIL.

Retain ONE originally signed copy for your files.

Your bond counsel will transmit an electronic copy to the Department of Treasury, financial consultant, architectural firm, and construction management firm.

Certificate

I, the undersigned, Secretary of the Board of Education, do certify hereby that the Board of Education of this School District, at a **regular** meeting of the Board, which was conducted and for which public notice of said meeting was given pursuant to and in full compliance with Act 276 of the Public Acts of 1976 (Open Meetings Act), on this:

28 day of May 2025

took the following action:

- (1) Resolved to apply for preliminary qualification of bonds by the State Treasurer for the purpose of financing the school construction description in this application.
- (2) That said application is presented to the State Treasurer for action prior to the official action of the Board of Education calling the election on said bond issue.
- (3) Resolved that this Board of Education will present a final qualification application to the State Treasurer for qualification of their bonds after this bond issue has been approved by the electors of said district.
- (4) Read this application and approved all statements and representations contained herein as true to the best knowledge and belief of the Board.
- (5) Authorized the Secretary of the Board of Education to sign this Preliminary Application and submit same to the State Treasurer for review and approval.

IN WITNESS whereof, I have hereunto set my hand this 28 day of May 2025

Nick Henne

Secretary, Board of Education

Signature of Secretary

Olga Quick

Treasurer, Board of Education

Steve Brooks

Superintendent of Schools

Thrun Law Firm, P.C.

Bond Counsel

39555 Orchard Hill Place, Suite 430; Novi MI 48375

Mailing Address

PFM Financial Advisors LLC

Financial Consultant

555 Briarwood Circle, Suite 333, Ann Arbor, Mi 48108

Mailing Address

Spicer Group

Architectural Firm

230 S. Washington Ave., Saginaw, Mi 48607

Mailing Address

Clark Construction Company

Construction Management Firm

3535 Moores River Drive, Lansing, Mi 48911

Mailing Address

ATTACH PROPOSED BALLOT LANGUAGE.

Personnel New Hire

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
May 28, 2025
Report 24-134

FOR ACTION

Subject:

Personnel New Hire

Recommendation:

Resolve that the Board of Education approve the hiring of the following certified staff:

Name	Building/Grade	Recommending Administrator	Salary Schedule Step
Sydney Maginity	OMS/Math	Superintendent Steve Brooks	BA-1 \$44,415
Sarah-Jane Fountain	OMS/Math	Superintendent Steve Brooks	BA-6 \$55,039
Claire Ingersoll	OHS/Vocal	Superintendent Steve Brooks	BA-4 \$49,932

District Goal Addressed:

Routine Business

Motion

Seconded

Vote – Ayes

Nays

Motion

For Future Action

Baker College Pathways 2025-26 Contract Renewal

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
May 28, 2025
Report 24-135

FOR FUTURE ACTION

Subject:

Agreement for the continued use of Baker College to provide contracted services for Adult Education Services for 2025-26.

Recommendation:

Resolve that the Board of Education renew the contract with Baker College for Adult Education services for the fiscal year 2025-26 and authorize the Superintendent to sign the contract on behalf of the District.

Facts /Statistics:

The arrangement with Baker College for Adult Education services has been beneficial to both parties. This relationship allows the District to concentrate on its core competencies of PreK-12th grade education and still allows the opportunity for students, that fit the requirements, to obtain their diploma through the Pathways program.

The contracted relationship between Baker College for these services has been ongoing. The services have been deemed to be satisfactory and beneficial to the District in meeting the needs of the community members to obtain Adult Education services not offered by the District.

Motion

Seconded

Vote – Ayes

Nays

Motion

BAKER COLLEGE OF OWOSSO
and
OWOSSO PUBLIC SCHOOLS

PATHWAYS CONTRACT
for
Adult Education Services

2025-2026

Pathways . . . Partners in Education

At Pathway's you design your passport to the future.

Mission Statement

The Mission of Pathways is to empower a diverse body of students to achieve their educational goals. We are committed to providing a fresh start to individuals who have left the traditional setting, may not be performing up to their ability, or may not have fit into the traditional school environment. The individual needs of each student: academic, emotional, and social, shall be addressed to assist them in becoming motivated and responsible members of society.

Goals

- Empower and encourage students to be lifelong learners.
- Prepare students to interact with the real world in an effective manner.
- Provide opportunities for students to design their own lives.
- Assist students in overcoming personal barriers to success.
- Improve students' self-concept and academic performance.
- Increase high school completion rates by diploma or GED Certificate.
- Use discovery as an instructional format so students will learn:
 1. How to learn.
 2. Higher order thinking.
 3. Substantive conversation.
 4. Connections to the world.
- Develop connective experiences for students between their educational core curriculum, career information, higher education, and training opportunities to assist students in making informed post secondary decisions.
- Design and provide a curriculum which follows the Michigan Framework to develop:
 1. Literate individuals.
 2. Healthy and fit people.
 3. Responsible family members.
 4. Productive workers.
 5. Involved citizens.
 6. Self-directed, lifelong learners.
- Collaborate with community organizations to share resources to meet the needs of students.
- Provide academic opportunities for students who are credit deficient and desire to graduate from their district schools.
- Utilize team and cooperative teaching, cohort learning, and service learning in the delivery of the curriculum.

Don't fear the future . . . prepare for it.

BENEFITS TO INSTITUTIONS

Baker College of Owosso

Formation of this agreement will allow Baker College of Owosso to continue to demonstrate its commitment to our community by providing Adult education students the opportunity to continue their education in a safe, education environment. The agreement will allow the College to provide a service to this community by giving students the opportunity to access the latest technology and modern laboratories. The agreement will also provide another opportunity of fulfilling our mission to prepare students for competency and careers and encourage continuing education. Baker College of Owosso would also have the opportunity to introduce these students to post-secondary opportunities which would prepare them for the technological and educational requirements in today's work environment. Baker College also stands to gain recognition as a model for adult education programs. The College's hope will be for these successful students to pursue their field of interest at the post-secondary level at an institution of their choice

Owosso Public Schools

Students of the Pathways Program will have access to the latest technological advances from computer usage for classroom instruction to computer access of current information through our library facility. Students in this program can also take advantage of FREE individualized or group tutoring. The Baker College of Owosso campus is extremely safe and employs security guards to provide a safe environment

for all of our students. The Baker College library facility is also available with individual or group study rooms. The facilities of Baker College, along with the environment, provide a structured educational setting for students of all ages. The latest technology is utilized throughout the College curricula and will be utilized in this agreement to enhance the educational process which is already taking place within the Pathways Program.

EXECUTIVE COMMITTEE

The Executive Committee will ensure excellent communication between the members. This ongoing team will work toward assuring an excellent educational environment and ongoing success of the students while also creating a positive image of the program in our community. This committee shall be a policy setting committee and, as such each member shall have equal voting rights. The Executive Committee shall be the final decision-making body and on such issues as curriculum, textbook selection, schedules, attendance policy, course outcomes, student expectations, etc. The Pathways Education Coordinator shall bring recommendations to the Executive Committee for consideration.

Membership of the Executive Committee shall be comprised of:

Owosso Public School Officials:

Superintendent of **Owosso Public** Schools, and /or designee


Baker College of Owosso Officials:

Baker College of Owosso Director, and /or designee

PROGRAM DESCRIPTION

The Pathways Program is designed for adults who have not been successful in the more traditional school setting. Students attending Pathways may include those with personal problems, others with learning problems, students who have experienced difficulty adjusting to their home school and students involved in the criminal justice system. The Pathways program is highly structured with clear expectations. Students receive grades on the basis of demonstrated competence.

ROLES AND RESPONSIBILITIES

The logo for Baker College of Owosso is a rectangular box with a double black border. Inside the box, the text "Baker College of Owosso" is written in a black, sans-serif font, centered horizontally and vertically.

Baker College of Owosso

Physical Facilities: Baker College of Owosso will provide facility, equipment, office space, administrative supervision, clerical and support services to the program(s) that will be conducted on its site.

Authority: Baker College will have the full authority to operate the program.

Employees: Baker College of Owosso will have the right to determine and hire the number of full and part-time employees it sees fit to successfully operate the program. Baker College of Owosso's adult education instructors will meet state certification requirements and have copies of this on file.

The Adult Education Coordinator shall be interviewed and selected by the Corporate Training Director. The Adult Education Coordinator will report to the Director

regarding his or her Action Plan, policies, and procedures. The Executive Committee will provide the Director with a clear vision and a plan of action for the program. The Director shall evaluate the Coordinator and all members will be offered the opportunity to be involved in the decision regarding the evaluation and ongoing employment of the Coordinator. If any partner has concerns regarding the performance of the Coordinator, as it relates to the plan of action approved by the Executive Committee, the Coordinator may be placed on a focused evaluation and mentored for improvement. If improvement is not made in the direction the Executive Committee desires, the members will confer on the renewal of a contract with the Coordinator.

Application Procedures: The staff will be employees of Baker College of Owosso. The College will determine the wage and benefit packages consistent with similar positions at the College.

Textbooks: Current textbooks being utilized within the Pathways Program will be reviewed in the curriculum review process. If new textbooks are selected for courses, Baker College will purchase the textbooks.

Rights and Privileges: Students in this program shall be accorded all rights and privileges of all Baker College students, such recreation and library usage, learning support service access, computer lab usage, etc.

Owosso Public Schools

Funding: Owosso Public Schools shall be responsible for informing Baker College of any possible funding changes and/or any information regarding the future of this program as soon as this information becomes available to the district.

Student Records: All records pertaining to students in the Pathways Program will remain the property of Owosso Public Schools. Baker College will have full access to any student information deemed necessary to fulfill the obligations of these programs.

Provider of Record: Owosso Public Schools shall act as the provider of record and bill the Genesee Intermediate School District (Fiscal Agent) for reimbursement of Baker adult education expenditures. Owosso Public Schools shall retain 6% of the 107 adult education award, to offset relative administrative costs.

Transfer of Students: Owosso Public Schools and Baker College of Owosso will follow the enrollment process outlined in the Pathways Handbook. Baker College of Owosso maintains the right to accept or reject any referral or application if the College deems that such admittance is not in the best interest of the College.

AGREEMENTS

Program Schedules: Baker College shall develop a schedule of course offerings to maximize quality and efficiency. These schedules will be published well in advance so those students can plan effectively.

Calendar: Baker College will assure the provision of State of Michigan required hours and days of instruction. Pathways shall provide two eighteen-week semesters per year and shall issue credit for successful completion of course work. Baker College shall make whatever State mandated changes necessary regarding hours and number of days of instruction.

Course Scheduling: Academic courses will be scheduled mornings, afternoons, and/or evenings.

Course Availability: All students in the Pathways Program will meet all State guidelines regarding core academic course work in order to receive a high school diploma. Electives including occupational skills training shall be offered on a rotating basis in an attempt to meet the needs and interests of students.

Diploma: Students graduating, as a result of this agreement shall receive a Pathways Diploma in partnership with the **Owosso Public Schools**.

STAFFING APPOINTMENTS

Baker College shall maintain sole responsibility for the appointment of all staff and Lab Instructors to the Pathways Program. Instructors of the college for board approved occupational programs will have related expertise, work experience and career specific credentials. Adult education Lab Instructors will meet adult education certification requirements as a condition of delivering instruction in this division.

SIGNATURE SHEET

The parties authorized by each institution will extend the agreement between Baker College of Owosso and Owosso Public Schools, upon signature. This agreement shall be valid from the date of signature, through August 31, 2026. The actual course offerings shall commence fall semester, 2025. This agreement shall be reviewed prior to the end date and may be revised and or renewed, upon agreement, by both organizations. Either party may terminate this agreement; however, a 90-day written termination notice before the end of the school year must be received. It is the intent of both parties to work cooperatively to comply with the laws of the State of Michigan, the State Board of Education, and the North Central Association of Colleges and Schools.

As authorized representatives of the contractual organizations, we hereby enter into this agreement by affixing our signatures below.

Mr. Stephen Brooks, Superintendent
Owosso Public Schools

Date

Michael Konopacke, Campus Director
Baker College of Owosso

Date

OHS, FFA Out of State Travel, Indianapolis, IN

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
May 28, 2025
Report 24-136

FOR FUTURE ACTION

Subject:

Out-of-State Student Travel – OHS Agriscience/FFA Students to the National FFA Convention in Indianapolis, IN

Recommendation:

Resolve that the Board of Education approve the out-of-state travel for Owosso High School Agriscience students and teacher Beth Clark on a trip to Indianapolis, IN on October 29 - November 1, 2025

Rationale:

Mrs. Clark and selected Agriscience students (10th-12th grades) will travel by van for the National FFA Convention in Indianapolis, IN. The van will be shared with students and teachers from Laingsburg, Dansville, and Webberville. Students will be accompanied by Mrs. Clark and one additional approved chaperone. This is an enhancement to the Agriscience and CTE curriculum and is a leadership building opportunity for the students.

Statement of Purpose:

The purpose of this trip is to provide our students with an opportunity for extended leadership training outside the classroom and to observe national leadership skills contests. The conference will allow students to experience networking opportunities with other students and industry professionals as well as learn more about the programs and opportunities FFA has to offer. Students will also tour businesses at the forefront of the agricultural industry.

Students may qualify for Nationals by winning a State Contest in April or June. If fewer than four students qualify, non-competing attendees will be selected via application as space allows to fill hotel rooms.

Facts/Statistics:

This trip is sponsored by OHS Career Technical Education (CTE) department. The Owosso, Laingsburg, Dansville, and Webberville chapters are partnering to offer a

package price for travel, hotel, registration, bonus activities and meals. This gives our students the opportunity to network with students from nearby districts.

Students will be responsible for food and entertainment costs not covered by the trip package. Funding for the trip is being covered 61a CTE added costs and CTE fundraising. According to the current itinerary, chaperones and students will leave for the trip on October 29 and will return November 1, 2025.

A parent letter will be sent home by September 15, 2025 with trip details to each qualifying student.

Motion

Seconded

Vote – Ayes

Nays

Motion

Core Literacy Curriculum

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
May 28, 2025
Report 24-137

FOR FUTURE ACTION

Subject:

Purchase of Core Literacy Curriculum K-5

Recommendation:

Resolve that the Board of Education approve the purchase and adopt *Into Reading* as the Core Literacy Curriculum for K-5.

Facts/Statistics:

After a thorough review and multi-phase pilot process, we are recommending the adoption of *Into Reading* as the core literacy curriculum for all K–5 classrooms beginning in the 2025–2026 school year. The pilot team, composed of classroom teachers across grade levels, unanimously selected *Into Reading* as the curriculum of choice due to its high level of student engagement, academic rigor, and cross-curricular integration.

Into Reading is a comprehensive literacy program that provides rigorous reading and writing instruction aligned to standards. It supports students in building strong foundational skills, deepens comprehension through rich, authentic texts, and includes meaningful writing opportunities across a variety of genres. Teachers on the pilot team noted the engaging materials and clear instructional design that supports differentiation for diverse learners. Additionally, the program includes connections to science, social studies, and other disciplines, allowing for a more integrated and relevant learning experience for students.

The adoption of *Into Reading* will be funded through grant dollars, enabling the district to invest strategically in a high-quality instructional resource without drawing from the general fund. In the fall, we received an initial estimate of approximately \$250,000. An updated and exact quote will be presented at the June 25, 2025, Board meeting. We are recommending the purchase of a six-year license, which will ensure long-term access to both print and digital materials, comprehensive professional learning, and ongoing implementation support.

Motion

Seconded

Vote – Ayes

Nays

Motion

Approval to Lease Buyout Two Buses

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
May 28, 2025
Report 24-138

FOR FUTURE ACTION

Subject:

Purchase of two 77-passenger used buses (to replace two currently in the fleet that are coming off lease in August 2025) at a cost of \$57,000 each, for a total of \$114,000.

Recommendation:

Resolve that the Board of Education authorize the district to purchase 2 used 77 passenger buses.

Facts/Statistics:

The District is in need of making sure that that the buses in the fleet are up to date for safety. To maintain the status of the current fleet at an economical cost, the following is being recommended:

- Purchase of 2 - 77 passenger gas buses that are currently being leased (end of a three-year lease term) by the district at a cost of \$114,000 (\$57,000/bus). These buses were ordered to specifications in 2023 and have performed well. The purchase of these buses would be out of general funds, pending approval.

# OF BUSES	COST/BUS – 77 PASSENGER	LEASE/BUY RECOMMENDATION	POTENTIAL FUNDING SOURCE	TOTAL COST
2	\$57,000	BUY	GENERAL FUNDS 24-25	\$114,000.00

Motion

Seconded

Vote – Ayes

Nays

Motion

Michigan Works Contract 2025-26

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
May 28, 2025
Report 24-139

FOR FUTURE ACTION

Subject:

Michigan Works Contract Renewals

Recommendation

Resolve that the Board of Education authorize the Superintendent to renew the contracts with GST (Genesee Shiawassee Thumb) Michigan Works from July 1, 2025, through June 30, 2026.

Facts/Statistics:

The new contracts between Michigan Works and the District (contract #: 2025/2026 GSTMIWorks-Shiawassee-01) and (contract #: 2025/2026 GSTMIWorks-Shiawassee-02 Union) to provide On-The-Job Training (OJT) for eligible employees whereby the GST Michigan Works would reimburse the District training costs associated with “onboarding” new support staff as outlined in the agreement. The first contract is for non-union staff, and the second contract is for the OESPA bargaining unit. Copies of the proposed agreements have been provided to accompany this report.

These agreements are felt to be a “win-win” for the District as it has become increasingly difficult to recruit and retain support staff. The contracts allow for reimbursement of training time and training costs for employees being brought on in a support staff capacity and potentially for utilizing funds to train new bus drivers. Regardless of the areas for which the training funds would be used, the district is not obligated to retain employees that do not meet training standards established by the district at the end of the training period. In addition, these funds can be used to fill existing positions if they are vacated without any obligation to add additional positions to the current employee structure. This has been a great success.

All aspects of the contract are felt to be reasonable, fair and within the scope of the normal hiring practices of the district and will only allow for additional resources in the recruiting/hiring/training process. Thus, it is being recommended that the Board of Education approve the accompanying contracts for signature by the Superintendent.

Motion

Seconded

Vote – Ayes

Nays

Motion

ON-THE-JOB TRAINING MASTER AGREEMENT

CONTRACT#: 2025/2026 GSTMIWORKS-SHIAWASSEE-01

Service Provider	Employer
Name: GST Michigan Works!	Name: Owosso Public Schools
Address: 1975 W M-21	Address: 645 Alger St
City, State, Zip: Owosso, MI 48867	City State Zip: Owosso, MI 48867
Phone: 989-729-9599	Phone: 989-723-8131
Fax:	Contact: Carrie Yoho
Contact: Chris Schueler	Current Number of Employees: 375
	Employer ID #: 38-60003809
Workers Comp Carrier and Policy #: SET-SEG 88110	

This Agreement is entered into by GST Michigan Works! and the above-named Employer to provide On-the-Job Training (hereinafter referred to as OJT) for Workforce Innovation Opportunity Act (WIOA) or Partnership, Accountability, Training & Hope (PATH) participants.

I. THE EMPLOYER AGREES:

- A. That it possesses the legal authority to execute this contract. Further that its governing body has authorized the signatory official to enter into this Agreement and bind the Employer to the terms of this Agreement and any subsequent modifications hereto.
- B. To conduct any and all activities under this Agreement in accordance with the Workforce Innovation Opportunity Act (WIOA) hereafter referred to as the Act and to such Act and Regulations and any and all applicable Federal, State, Local statutes, rules, regulations, directives, issuances and ordinances in effect or promulgated during the term of this Agreement.
- C. To provide extraordinary training to the participant to attain the knowledge and skills essential to the full and adequate performance of the job outlined in the participant's training plan.
- D. To hire the participant at the start of this Agreement for not less than 32 hours per week as specified in the participant's training plan; also, to hire the participant as a member of the regular work force and to retain the participant as a regular employee at the conclusion of this Agreement provided the participant has attained the knowledge and skills necessary to adequately perform the job.
- E. To provide the necessary instruction, supervision and equipment needed to train the participant and shall not subcontract this On-The-Job Training agreement. Employer reimbursement is for straight time worked and must not include overtime pay, holiday, sick pay or commissions. Training time reimbursement shall be for hours worked in the pay period. If the participant works over 40 hours, reimbursement shall be given above the 40 hours but only at the straight time rate.

- F. To ensure that: The participant receives the same benefits (Including wages, working conditions, insurance coverage, pay and fringe benefits) as other employees performing similar work; is paid the wage indicated on the attached Training Plan and is provided with adequate FICA benefits. The employer agrees to provide proof of worker's compensation coverage for the period of this agreement. Failure to provide satisfactory proof of coverage prior to the start of training nullifies this agreement.
- G. To maintain timecards and a record of the participant's employment and progress in training, or other sufficient records to support the payments made to the employer for training costs. These records shall be retained for a period of five (5) years from the date of termination of this Agreement. If prior to the expiration of the five (5) year retention period any litigation or audit is begun the records must be maintained until the litigation, audit or other claim is resolved. The Employer further agrees to allow the Workforce Development Agency, the MWA, the Service Provider, or its representative access to said records during regular business hours.
- H. To submit time/attendance/payroll records. Participate in monitoring during OJT period.
Skill evaluations shall be submitted at the end of training.
- I. To submit all documents pertaining to training and job retention completed satisfactory and received no later than 30 days after the 30-day retention period following completion of training. Failure to comply may result in a request for corrective action by the Employer, up to and including forfeiture of training payments.
- J. To give the U.S. Department of Labor, State of Michigan/Workforce Development Agency, and GST Michigan Works! through any authorized representative, access to and the right to examine all records and documents related to this Agreement for monitoring and audit purposes, and to conduct Employer and participant interviews. The Employer will maintain said records and documents for a period of five (5) years from the date of termination of this Agreement.
- K. To have the following records, at a minimum available for review during scheduled monitoring visits:
 - 1. Time and attendance records for the training and retention periods;
 - 2. Certified payroll records for the training and retention periods; and
 - 3. Participant's employment (training) start date.
- L. The Employer agrees to follow GST Michigan Works! Grievance and Complaint procedures for participants. The employer has been advised of the MWA's Grievance and Complaint policy and is aware that the complete policy can be found at gstmiworks.org. By signing this contract, the employer acknowledges that they have received information regarding the content of the local policy, how to access the entire policy and agrees to follow the policy.

II. GST MICHIGAN WORKS! AGREES:

- A. It has determined that the occupation(s) in which training is proposed is a demand occupation in the local labor market.
- B. To refer eligible participants to the Employer.
- C. To develop with the employer's assistance, all Individual Employment Development Plan (IEP) or Individual Service Strategy (ISS) for each participant.
- D. To provide payment of extraordinary training costs on the basis outlined in the Training Plan. Payment shall be made according to the provisions of Section IV Payment Schedule. This amount shall not exceed 50/75%

of the regular wages, not exceeding the wage cap paid during the training period, as supported by the employer's monthly time and attendance records and payroll records.

- E. To provide the Employer seven (7) days written notice of pending monitoring visits by GST Michigan Works! staff.

III. ASSURANCES AND PROVISIONS

- A. The employer assures that it will comply with the terms and provision of this Agreement incorporating all specified Attachments. The Employer further assures compliance with all applicable federal, state, and local laws and regulations, including those dealing with employment, safety and health and the Fair Labor Standards Act as amended.
- B. The Employer assures that they will comply with 29 CFR Part 38 – Implementation of the Nondiscrimination and Equal Opportunity provisions of the Workforce Innovation and Opportunity Act, and other federal and/or state statutes prohibiting discrimination in programs, services and activities.
- C. OJT Agreements are prohibited with Employers who have exhibited a “pattern of failure” with five (5) or more previous contracts by failing to provide participants continued long- term employment as a regular employee with wages and working conditions at the same level and to the same extent as similarly situated employees. Exceptions include voluntary resignation and termination with cause.
- D. The Employer certifies that a legitimate need for training exists and that the WIOA/PATH participant would not have been considered for employment by the employer without the training stipulated in this Agreement. The Employer certifies the expectation of continued, long-term employment (not less than six (6) months) for individuals completing training in this occupation has been established.
- E. Payments made to the Employer are deemed to be compensation for extraordinary training costs associated with training WIOA/PATH participants. Costs to the employer associated with vacation, holidays, overtime sick leave, plant closure and other fringe benefits and training normally provided to all employees are not deemed to be training costs under this Agreement.
- F. The Employer assures that no payments specific to the training of the participant are received from any other source, i.e. Michigan Rehabilitation Services, etc.
- G. Individuals hired by the Employer prior to the effective date of this Agreement are not eligible to participate in the OJT program under this Agreement. Current employees are not eligible to participate in the OJT program under this Agreement.
- H. The Employer agrees to inform GST Michigan Works! of absenteeism, sickness, layoff, hiring freeze or other problems that may arise regarding a participant enrolled in the program funded by this Agreement. The employer also agrees to provide GST Michigan Works! with a written notification and explanation of termination of a participant for any reason within three (3) days of the termination.
- I. The Employer agrees to notify GST Michigan Works! in writing, in advance of any proposed changes in the trainee's job title, assigned duties and tasks, training plan or schedule. Changes in training conditions without prior notice to and request for modification of the Agreement, prior to the end of the Agreement, may void the

Agreement. All modifications to the Agreement must be pre-approved by GST Michigan Works! and will be attached to the Agreement as an addendum. All changes to the Agreement will be signed. No alteration or variation of the terms of this Agreement shall be valid and/or binding unless made in writing and signed by the parties hereto.

- J. Participants in the program will not be employed on the construction, operation or maintenance of that part of a facility which is used for religious instruction or worship.
- K. Federal law prohibits contracting for OJT when persons not in an OJT status are laid off from the same or similar positions or a hiring freeze for these positions is in effect. In addition, no currently employed worker shall be displaced by any WIOA/PATH participant. This includes partial displacement such as a reduction in the hours of non-overtime work, wages or employment benefits, or termination of another employee in anticipation of filling the vacancy with a WIOA/PATH funded participant. The OJT position shall not infringe in any way upon the promotional opportunities of currently employed individuals.
- L. Appropriate standards for health and safety in work and training situations will be maintained by the employer. All state and federal laws regarding health and safety shall be followed by the Employer.
- M. No funds received under an OJT Agreement may be used to assist, promote or deter union organizing.
- N. No funds received under an OJT Agreement may be used to promote political activities.
- O. The Employer certifies that all WIOA and PATH funds shall not be used for contributions to retirement plans on behalf of participants.
- P. The Employer agrees that all laborers and mechanics employed by contractors or subcontractors in any construction, alteration or repair, including painting and decorating of projects, buildings and works which are federally assisted under this Act shall be at rates not less than those prevailing on similar construction in the locality, in accordance with the Davis-Bacon Act.
- Q. The Employer certifies that the company has not relocated within the last 120 days to Michigan from another state or from another location within Michigan which resulted in an increase in unemployment in the area of original location or any other area.
- R. The Employer agrees to indemnify GST Michigan Works! their officers, agents and employees, harmless from any and all claims and/or liability for damages or injury to persons, or damage to property in connection with the operation of the program funded by this Agreement or Amendment thereto which may arise as a result of any Employer breach of this Agreement, Employer violation of law, or acts and omission involving the employer /employee relationship. The Employer shall repay the Service Provider such amounts-determined to be expended in violation of this Agreement. Further the Employer agrees that payment authorization may be withheld by the Grant Recipient if it determines such payment to be unsubstantiated or not legally proper. All payments under this Agreement are subject to audit. Accordingly, the Employer shall assume liability for repayment of funds disbursed where such disbursement is subsequently determined to be improper and/or unauthorized by the Service Provider, GST Michigan Works!, the State of Michigan, the U.S. Department of Labor or authorized representatives of such named bodies. Repayment of such funds shall

occur within thirty (30) calendar days of notification of discovery. Michigan Works would provide documentation of the expenses and cost to be reimbursed.

- S. If a participant does not begin training with Employer following execution of this Agreement and/or an attached Training Plan, GST Michigan Works! will not be responsible for any costs incurred by the Employer nor will Employer be entitled to any payment for training the participant.
- T. If a participant terminates prior to the completion of training and/or does not attain the skills per the Training Plan no payment will be made to the Employer. Payment is due only upon successful completion of training and upon retention of the participant (as defined in Section III, D).
- U. Notwithstanding any of the above, the Service Provider may cancel this Agreement upon written notice to the Employer by certified mail or equivalent method, if at any time the funding source fails to fund, or reduces, terminates, or de-obligates the contract through which this Agreement is funded. In such instance, earned payments will be paid up to the date the cancellation notice is received; thereafter neither the Service Provider nor the Employer shall have any obligation to complete or otherwise continue the program. In addition, this Agreement may be terminated by the other party should either fail to perform its duties in accordance with this Agreement or any Amendments thereto. Termination shall be effective upon delivery by certified mail or equivalent method of written termination notice to the Employer.
- V. "Equal Opportunity is The Law". This recipient will abide by 29 CFR Part 38 – Implementation of the Nondiscrimination and Equal Opportunity Provisions of the Workforce Innovation and Opportunity Act (WIOA), and other federal and/or state statutes prohibiting discrimination in programs, services and activities.

WHAT TO DO IF YOU BELIEVE YOU HAVE EXPERIENCED DISCRIMINATION

If you think that you have been subjected to discrimination under a WIOA Title I—financially assisted program or activity, you may file a complaint within 180 days from the date of the alleged violation with either:

**Kelly Cook, E.O. Officer – kcook@gstmiworks.org
GST Michigan Works!
3270 Wilson St.
Marlette, MI 48453
P. 989-635-3561 ext 223
F. 989635-2230
TTY:711**

Or

**Director
Civil Rights Center (CRC)
U.S. Department of Labor
200 Constitution Avenue NW, Room N-4123
Washington, DC 20210**

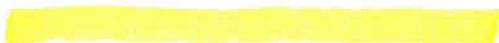
If you file your complaint with the recipient, you must wait either until the recipient issues a written Notice of Final Action, or until 90 days have passed (whichever is sooner), before filing with the Civil Rights Center (see address above). If the recipient does not give you a written Notice of Final Action within 90 days of the day on which you filed your complaint, you may file a complaint with CRC before receiving that Notice. However, you must file your CRC complaint within 30 days of the 90-day deadline (in other words, within 120 days after the day on which you filed your complaint with the recipient). If the recipient does give you a written Notice of Final Action on your complaint, but you are dissatisfied with the decision or resolution, you may file a complaint with CRC. You must file your CRC complaint within 30 days of the date on which you received the Notice of Final Action.”

IV. PAYMENT SCHEDULE

- A. Training costs shall be paid in two installments based on the training hours completed which lead to attainment of proficiency of the tasks as outlined in the Training Plan.
- B. Payment of training costs will be made only after verification of successful training completion and/or job retention, as described below.
 - (1) 50% of the training costs shall be earned upon written verification of training completion. Completion shall be defined as completing the prescribed training hours and the attainment of proficiency in the tasks outlined in the Training Plan by the specified end date. Verification of successful completion shall include receipt of all Time/Attendance Records and Skill Evaluation, to support the participant's attainment of proficiency in the designated tasks.
 - (2) 50% of the training costs shall be earned upon meeting the criteria for (1) above and upon written verification that the participant has met retention criteria with the employer. Retention shall be defined as having continued regular employment, working the hours designated in the OJT Training Plan and at or above the completion wage for not less than 30 days after the completion of training. Verification includes receipt of a completed Verification of Employment Retention Form.
- C. Payment of training costs shall be prorated if attainment of all the designated tasks are accomplished in less than the negotiated training hours.
- D. All payments are subject to funding availability.

This agreement shall be effective on 07/01/2025 and shall end on 06/30/2026. Prescribed training hours and competency levels required for completion are indicated on the attached Training Plan, incorporated and made a part of this Agreement. All oral and written agreements related to the subject matter of the Agreement made prior to the date of commencement have been reduced to writing and are contained herein.

This Agreement is executed below on behalf of the parties by their authorized representatives. By signing below, the Employer confirms that they have received an orientation of the Training Plan, general rules for administering an OJT program, reimbursement procedures and the evaluation process.

Service Provider	Employer
Name: Chris Schueler	Name: Stephen Brooks
Title: Business Solutions Professional	Title: Superintendent
Date: 07/01/2025	Date: 07/01/2025
Business Services Rep Signature:	Employer Representative Signature: 

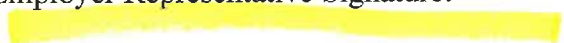
If the Employer has a Collective Bargaining Agreement covering the grade and class of workers who will receive training pursuant to this contract, concurrence by the union representing the workers covered by such an agreement must be obtained below by the employer from an authorized union representative.

IDENTITY OF BARGAINING AGENT

Labor Organization:	Signature of Concurrence:
Local Number:	Name (Print):
Phone Number:	Title:

NON-UNION ACKNOWLEDGEMENT

I certify that there is not currently a union representing any workers at this facility. Therefore, there is no union concurrence necessary.

Employer Representative Signature: 	Title: Superintendent
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Supported by the State of Michigan. GSTMW materials and programs paid for with State and Federal funds.
Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities.
1-800-285-9675 TTY: 711. A proud partner of the American Job Center Network.

April 2024

ON-THE-JOB TRAINING MASTER AGREEMENT

CONTRACT#: 2025/2026 GSTMIWORKS-SHIAWASSEE-02 (Union)

Service Provider	Employer
Name: GST Michigan Works!	Name: Owosso Public Schools
Address: 1975 W M-21	Address: 645 Alger St
City, State, Zip: Owosso, MI 48867	City State Zip: Owosso, MI 48867
Phone: 989-729-9599	Phone: 989-723-8131
Fax:	Contact: Carrie Yoho
Contact: Chris Schueler	Current Number of Employees: 375
	Employer ID #: 38-60003809
Workers Comp Carrier and Policy #: SET-SEG 88110	

This Agreement is entered into by GST Michigan Works! and the above-named Employer to provide On-the-Job Training (hereinafter referred to as OJT) for Workforce Innovation Opportunity Act (WIOA) or Partnership, Accountability, Training & Hope (PATH) participants.

I. THE EMPLOYER AGREES:

- A. That it possesses the legal authority to execute this contract. Further that its governing body has authorized the signatory official to enter into this Agreement and bind the Employer to the terms of this Agreement and any subsequent modifications hereto.
- B. To conduct any and all activities under this Agreement in accordance with the Workforce Innovation Opportunity Act (WIOA) hereafter referred to as the Act and to such Act and Regulations and any and all applicable Federal, State, Local statutes, rules, regulations, directives, issuances and ordinances in effect or promulgated during the term of this Agreement.
- C. To provide extraordinary training to the participant to attain the knowledge and skills essential to the full and adequate performance of the job outlined in the participant's training plan.
- D. To hire the participant at the start of this Agreement for not less than 32 hours per week as specified in the participant's training plan; also, to hire the participant as a member of the regular work force and to retain the participant as a regular employee at the conclusion of this Agreement provided the participant has attained the knowledge and skills necessary to adequately perform the job.
- E. To provide the necessary instruction, supervision and equipment needed to train the participant and shall not subcontract this On-The-Job Training agreement. Employer reimbursement is for straight time worked and must not include overtime pay, holiday, sick pay or commissions. Training time reimbursement shall be for hours worked in the pay period. If the participant works over 40 hours, reimbursement shall be given above the 40 hours but only at the straight time rate.

- F. To ensure that: The participant receives the same benefits (Including wages, working conditions, insurance coverage, pay and fringe benefits) as other employees performing similar work; is paid the wage indicated on the attached Training Plan and is provided with adequate FICA benefits. The employer agrees to provide proof of worker's compensation coverage for the period of this agreement. Failure to provide satisfactory proof of coverage prior to the start of training nullifies this agreement.
- G. To maintain timecards and a record of the participant's employment and progress in training, or other sufficient records to support the payments made to the employer for training costs. These records shall be retained for a period of five (5) years from the date of termination of this Agreement. If prior to the expiration of the five (5) year retention period any litigation or audit is begun the records must be maintained until the litigation, audit or other claim is resolved. The Employer further agrees to allow the Workforce Development Agency, the MWA, the Service Provider, or its representative access to said records during regular business hours.
- H. To submit time/attendance/payroll records. Participate in monitoring during OJT period. Skill evaluations shall be submitted at the end of training.
- I. To submit all documents pertaining to training and job retention completed satisfactory and received no later than 30 days after the 30-day retention period following completion of training. Failure to comply may result in a request for corrective action by the Employer, up to and including forfeiture of training payments.
- J. To give the U.S. Department of Labor, State of Michigan/Workforce Development Agency, and GST Michigan Works! through any authorized representative, access to and the right to examine all records and documents related to this Agreement for monitoring and audit purposes, and to conduct Employer and participant interviews. The Employer will maintain said records and documents for a period of five (5) years from the date of termination of this Agreement.
- K. To have the following records, at a minimum available for review during scheduled monitoring visits:
 - 1. Time and attendance records for the training and retention periods;
 - 2. Certified payroll records for the training and retention periods; and
 - 3. Participant's employment (training) start date.
- L. The Employer agrees to follow GST Michigan Works! Grievance and Complaint procedures for participants. The employer has been advised of the MWA's Grievance and Complaint policy and is aware that the complete policy can be found at gstmiworks.org. By signing this contract, the employer acknowledges that they have received information regarding the content of the local policy, how to access the entire policy and agrees to follow the policy.

II. GST MICHIGAN WORKS! AGREES:

- A. It has determined that the occupation(s) in which training is proposed is a demand occupation in the local labor market.
- B. To refer eligible participants to the Employer.
- C. To develop with the employer's assistance, all Individual Employment Development Plan (IEP) or Individual Service Strategy (ISS) for each participant.
- D. To provide payment of extraordinary training costs on the basis outlined in the Training Plan. Payment shall be made according to the provisions of Section IV Payment Schedule. This amount shall not exceed 50/75%

of the regular wages, not exceeding the wage cap paid during the training period, as supported by the employer's monthly time and attendance records and payroll records.

- E. To provide the Employer seven (7) days written notice of pending monitoring visits by GST Michigan Works! staff.

III. ASSURANCES AND PROVISIONS

- A. The employer assures that it will comply with the terms and provision of this Agreement incorporating all specified Attachments. The Employer further assures compliance with all applicable federal, state, and local laws and regulations, including those dealing with employment, safety and health and the Fair Labor Standards Act as amended.
- B. The Employer assures that they will comply with 29 CFR Part 38 – Implementation of the Nondiscrimination and Equal Opportunity provisions of the Workforce Innovation and Opportunity Act, and other federal and/or state statutes prohibiting discrimination in programs, services and activities.
- C. OJT Agreements are prohibited with Employers who have exhibited a “pattern of failure” with five (5) or more previous contracts by failing to provide participants continued long- term employment as a regular employee with wages and working conditions at the same level and to the same extent as similarly situated employees. Exceptions include voluntary resignation and termination with cause.
- D. The Employer certifies that a legitimate need for training exists and that the WIOA/PATH participant would not have been considered for employment by the employer without the training stipulated in this Agreement. The Employer certifies the expectation of continued, long-term employment (not less than six (6) months) for individuals completing training in this occupation has been established.
- E. Payments made to the Employer are deemed to be compensation for extraordinary training costs associated with training WIOA/PATH participants. Costs to the employer associated with vacation, holidays, overtime sick leave, plant closure and other fringe benefits and training normally provided to all employees are not deemed to be training costs under this Agreement.
- F. The Employer assures that no payments specific to the training of the participant are received from any other source, i.e. Michigan Rehabilitation Services, etc.
- G. Individuals hired by the Employer prior to the effective date of this Agreement are not eligible to participate in the OJT program under this Agreement. Current employees are not eligible to participate in the OJT program under this Agreement.
- H. The Employer agrees to inform GST Michigan Works! of absenteeism, sickness, layoff, hiring freeze or other problems that may arise regarding a participant enrolled in the program funded by this Agreement. The employer also agrees to provide GST Michigan Works! with a written notification and explanation of termination of a participant for any reason within three (3) days of the termination.
- I. The Employer agrees to notify GST Michigan Works! in writing, in advance of any proposed changes in the trainee's job title, assigned duties and tasks, training plan or schedule. Changes in training conditions without prior notice to and request for modification of the Agreement, prior to the end of the Agreement, may void the

Agreement. All modifications to the Agreement must be pre-approved by GST Michigan Works! and will be attached to the Agreement as an addendum. All changes to the Agreement will be signed. No alteration or variation of the terms of this Agreement shall be valid and/or binding unless made in writing and signed by the parties hereto.

- J. Participants in the program will not be employed on the construction, operation or maintenance of that part of a facility which is used for religious instruction or worship.
- K. Federal law prohibits contracting for OJT when persons not in an OJT status are laid off from the same or similar positions or a hiring freeze for these positions is in effect. In addition, no currently employed worker shall be displaced by any WIOA/PATH participant. This includes partial displacement such as a reduction in the hours of non-overtime work, wages or employment benefits, or termination of another employee in anticipation of filling the vacancy with a WIOA/PATH funded participant. The OJT position shall not infringe in any way upon the promotional opportunities of currently employed individuals.
- L. Appropriate standards for health and safety in work and training situations will be maintained by the employer. All state and federal laws regarding health and safety shall be followed by the Employer.
- M. No funds received under an OJT Agreement may be used to assist, promote or deter union organizing.
- N. No funds received under an OJT Agreement may be used to promote political activities.
- O. The Employer certifies that all WIOA and PATH funds shall not be used for contributions to retirement plans on behalf of participants.
- P. The Employer agrees that all laborers and mechanics employed by contractors or subcontractors in any construction, alteration or repair, including painting and decorating of projects, buildings and works which are federally assisted under this Act shall be at rates not less than those prevailing on similar construction in the locality, in accordance with the Davis-Bacon Act.
- Q. The Employer certifies that the company has not relocated within the last 120 days to Michigan from another state or from another location within Michigan which resulted in an increase in unemployment in the area of original location or any other area.
- R. The Employer agrees to indemnify GST Michigan Works! their officers, agents and employees, harmless from any and all claims and/or liability for damages or injury to persons, or damage to property in connection with the operation of the program funded by this Agreement or Amendment thereto which may arise as a result of any Employer breach of this Agreement, Employer violation of law, or acts and omission involving the employer /employee relationship. The Employer shall repay the Service Provider such amounts-determined to be expended in violation of this Agreement. Further the Employer agrees that payment authorization may be withheld by the Grant Recipient if it determines such payment to be unsubstantiated or not legally proper. All payments under this Agreement are subject to audit. Accordingly, the Employer shall assume liability for repayment of funds disbursed where such disbursement is subsequently determined to be improper and/or unauthorized by the Service Provider, GST Michigan Works!, the State of Michigan, the U.S. Department of Labor or authorized representatives of such named bodies. Repayment of such funds shall

occur within thirty (30) calendar days of notification of discovery. Michigan Works would provide documentation of the expenses and cost to be reimbursed.

- S. If a participant does not begin training with Employer following execution of this Agreement and/or an attached Training Plan, GST Michigan Works! will not be responsible for any costs incurred by the Employer nor will Employer be entitled to any payment for training the participant.
- T. If a participant terminates prior to the completion of training and/or does not attain the skills per the Training Plan no payment will be made to the Employer. Payment is due only upon successful completion of training and upon retention of the participant (as defined in Section III, D).
- U. Notwithstanding any of the above, the Service Provider may cancel this Agreement upon written notice to the Employer by certified mail or equivalent method, if at any time the funding source fails to fund, or reduces, terminates, or de-obligates the contract through which this Agreement is funded. In such instance, earned payments will be paid up to the date the cancellation notice is received; thereafter neither the Service Provider nor the Employer shall have any obligation to complete or otherwise continue the program. In addition, this Agreement may be terminated by the other party should either fail to perform its duties in accordance with this Agreement or any Amendments thereto. Termination shall be effective upon delivery by certified mail or equivalent method of written termination notice to the Employer.
- V. "Equal Opportunity is The Law". This recipient will abide by 29 CFR Part 38 – Implementation of the Nondiscrimination and Equal Opportunity Provisions of the Workforce Innovation and Opportunity Act (WIOA), and other federal and/or state statutes prohibiting discrimination in programs, services and activities.

WHAT TO DO IF YOU BELIEVE YOU HAVE EXPERIENCED DISCRIMINATION

If you think that you have been subjected to discrimination under a WIOA Title I—financially assisted program or activity, you may file a complaint within 180 days from the date of the alleged violation with either:

**Kelly Cook, E.O. Officer – kcook@gstmiworks.org
GST Michigan Works!
3270 Wilson St.
Marlette, MI 48453
P. 989-635-3561 ext 223
F. 989635-2230
TTY:711**

Or

**Director
Civil Rights Center (CRC)
U.S. Department of Labor
200 Constitution Avenue NW, Room N-4123
Washington, DC 20210**

If you file your complaint with the recipient, you must wait either until the recipient issues a written Notice of Final Action, or until 90 days have passed (whichever is sooner), before filing with the Civil Rights Center (see address above). If the recipient does not give you a written Notice of Final Action within 90 days of the day on which you filed your complaint, you may file a complaint with CRC before receiving that Notice. However, you must file your CRC complaint within 30 days of the 90-day deadline (in other words, within 120 days after the day on which you filed your complaint with the recipient). If the recipient does give you a written Notice of Final Action on your complaint, but you are dissatisfied with the decision or resolution, you may file a complaint with CRC. You must file your CRC complaint within 30 days of the date on which you received the Notice of Final Action.”

IV. PAYMENT SCHEDULE

- A. Training costs shall be paid in two installments based on the training hours completed which lead to attainment of proficiency of the tasks as outlined in the Training Plan.
- B. Payment of training costs will be made only after verification of successful training completion and/or job retention, as described below.
 - (1) 50% of the training costs shall be earned upon written verification of training completion. Completion shall be defined as completing the prescribed training hours and the attainment of proficiency in the tasks outlined in the Training Plan by the specified end date. Verification of successful completion shall include receipt of all Time/Attendance Records and Skill Evaluation, to support the participant's attainment of proficiency in the designated tasks.
 - (2) 50% of the training costs shall be earned upon meeting the criteria for (1) above and upon written verification that the participant has met retention criteria with the employer. Retention shall be defined as having continued regular employment, working the hours designated in the OJT Training Plan and at or above the completion wage for not less than 30 days after the completion of training. Verification includes receipt of a completed Verification of Employment Retention Form.
- C. Payment of training costs shall be prorated if attainment of all the designated tasks are accomplished in less than the negotiated training hours.
- D. All payments are subject to funding availability.



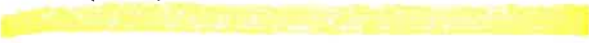
This agreement shall be effective on 07/01/2025 and shall end on 06/30/2026. Prescribed training hours and competency levels required for completion are indicated on the attached Training Plan, incorporated and made a part of this Agreement. All oral and written agreements related to the subject matter of the Agreement made prior to the date of commencement have been reduced to writing and are contained herein.

This Agreement is executed below on behalf of the parties by their authorized representatives. By signing below, the Employer confirms that they have received an orientation of the Training Plan, general rules for administering an OJT program, reimbursement procedures and the evaluation process.

Service Provider	Employer
Name: Chris Schueler	Name: Stephen Brooks
Title: Business Solutions Professional	Title: Superintendent
Date: 07/01/2025	Date: 07/01/2025
Business Services Rep Signature:	Employer Representative Signature:

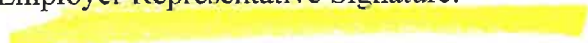

If the Employer has a Collective Bargaining Agreement covering the grade and class of workers who will receive training pursuant to this contract, concurrence by the union representing the workers covered by such an agreement must be obtained below by the employer from an authorized union representative.

IDENTITY OF BARGAINING AGENT

Labor Organization: OESPA	Signature of Concurrence: 
Local Number: 	Name (Print): 
Phone Number: 989-725-2839	Title: OESPA President

NON-UNION ACKNOWLEDGEMENT

I certify that there is not currently a union representing any workers at this facility. Therefore, there is no union concurrence necessary.

Employer Representative Signature: 	Title: Superintendent 
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Supported by the State of Michigan. GSTMW materials and programs paid for with State and Federal funds.
Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities.
1-800-285-9675 TTY: 711. A proud partner of the American Job Center Network.

April 2024

2024-25 Final Budget Revisions

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
May 28, 2025
Report 24-140

FOR FUTURE ACTION

Subject:

2024-25 Final Budget Revisions

Recommendations:

Resolve that the Board adopt the resolutions that revise the appropriations for the General, School Service, Capital Projects and Building and Site Funds for the 2024-25 fiscal year to be presented to the Board for adoption at the June 25, 2025, regularly scheduled Board meeting. It should be noted that by allowing for the formal budget to be presented on June 25th it will provide for the most current information to be incorporated into the proposed Revision.

Rationale:

Adjust the budget for current information and reduce budget variances.

Statement of Purpose/Issue:

Amend the budget to incorporate actual revenues and expenditures to comply with statutory requirements.

Facts/Statistics:

- Figures for the 2024-25 school year can be better estimated at the end of the school year.
- Revising the budgets that were adopted at the January 22, 2025 meeting to more closely mirror the reality of the fiscal 2024-25 school year minimizes the likelihood that the auditors will have any comments regarding budget deviations.
- Revisions help to provide better explanations of changes in assumptions that take place due to better information at the end of the year prior to the final audit.
- Finally, the revised budget assists in projecting the cash flow borrowing amount needed for the 2024-25 school year more accurately by representing the projected beginning cash available more closely.
- It should be noted that, despite the best efforts to incorporate better information into the final budget figures, the environment of uncertainty at the State level and with the close of the school year can result in changes that cannot be anticipated.

Motion

Seconded

Vote – Ayes

Nays

Motion

2025-26 Original Budget Adoption

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
May 28, 2025
Report 24-141

FOR FUTURE ACTION

Subject:

2025-26 Original Budget Adoption

Recommendation:

The Board will be asked to adopt the resolutions to be presented for the 2025-26 fiscal year budget package for the General, School Service, Fiduciary and Sinking funds at the June 25, 2025, regularly scheduled Board meeting.

Rationale:

The rationale is to assure fiscal planning is in accordance with Board direction and legal timelines.

Statement of Purpose/Issue:

The purpose is to create a budget that satisfies the state guidelines, meets the requirements of the Board of Education adopted policy for Fiscal Management, and to meet the needs of the community.

Facts/Statistics:

- ◆ The proposed budget will be based on the best information available prior to development and presentation at the June 25th board meeting. At this juncture, there are three proposals that have been presented by each of the branches of State. It is hoped that in the intervening time between this board meeting and the presentation at the June 25th meeting that better information will be available.
- ◆ Fiscal integrity will be paramount in development of the assumptions and proposed underlying detail although it is recognized that with the uncertainty surrounding the State's budget process that there is a **high** probability that revisions will be made to the budget as well as the constant need to re-visit expenditures for amount and necessity as the year progresses.
- ◆ By law, the Board of Education must approve a budget for the 2025-26 school year prior to July 1, 2025 in spite of the State's budgeting year being October 1 through September 30th.

- ◆ A budget hearing will be required to precede the adoption of the budgets at the June 25th board meeting in order to provide notice of the millage that supports the proposed budget. This budget hearing is required by law. A “For Information” report will be presented reflecting the proposed operational millage rate that supports the local taxes to be collected to support the budget presented.

Motion

Seconded

Vote – Ayes

Nays

Motion

Declaration of Obsolete Material

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
May 28, 2025
Report 24-142

FOR FUTURE ACTION

Subject:

Declaration of Obsolete Material

Recommendation:

Resolve that the Board of Education authorize the Owosso Public School's Choir Department to dispose or donate the unusable uniforms.

Facts/Statistics:

Pursuant to Board Policy #7300, "the Board shall direct the periodic review of all District property and authorize the disposition by sale, donation, trade, or discard of any property not required for school purposes". The Dress and Tuxes vary in sizes.

Sleeved Dresses	Sleeveless Dresses	Tuxes
109	85	50

If approval is granted by the Board, this item will be made disposed or donated to another choir.

Motion

Seconded

Vote – Ayes

Nays

Motion

ILC Handbook

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
May 28, 2025
Report 24-143

FOR FUTURE ACTION

Subject:

Approval of the ILC Handbook

Recommendation:

Resolve that the Board of Education approve the ILC Handbook.

Facts/Statistics:

The Instructional Leadership Council (ILC) Handbook is being presented for adoption by the Board of Education. While referenced in the OEA contract, no version of this document could be located. As a result, a committee of instructional leaders worked throughout the 2024–2025 school year to collaboratively develop and formalize this important resource.

The handbook outlines the structure, roles, and responsibilities of the District Instructional Leadership Council. Membership includes grade level chairs, department heads, IB Coordinators, the District Mentor Coordinator, and an OEA representative, ensuring diverse and inclusive representation from across the district. In addition, the handbook defines the expectations for ILC members and how we agree to conduct business as a group.

The ILC serves several key functions, including:

- Reviewing and providing feedback on instructional materials
- Recommending professional development opportunities for teachers and staff
- Supporting the implementation of district curriculum and instructional initiatives
- Using data to guide decisions regarding curriculum and instruction

We recommend the adoption of the Instructional Leadership Council Handbook to provide clear guidance and a unified framework for the ongoing work of the ILC.

ILC Handbook is At Place

Motion

Seconded

Vote – Ayes

Nays

Motion

For Information

Personnel Update

OWOSSO PUBLIC SCHOOLS
Board of Education
May 28, 2025
Report 24-144

FOR INFORMATION

Subject:

Personnel Update

Accepted Positions

Haley Clark has accepted the Sub-Paraprofessional position at Bryant.

Kevin Hall has accepted the Sub Food Service Worker position.

Roy Hall has accepted the Sub Food Service Worker position.

Amy Flum-Street has accepted the Sub Monitor position at Emerson.

Paul Hrncharik IV has accepted the Sub Monitor position at Central.

Kimberly Taylor has accepted the Accounts Payable/District Office Specialist position at Central Office.

Ashley Lang has accepted the Paraprofessional position at Bryant.

Resignations

EmmaLee Livingston, Paraprofessional at Bryant, has resigned effective April 25, 2025.

Lauren Lake, Accounts Payable/District Office Specialist, has resigned effective May 9, 2025.

Danielle Fuller, Teacher at Bryant, has resigned effective May 6, 2025.

Penny Wheeler-McNinch, Food Service Worker, has resigned effective June 4, 2025.

Retirements

Lance Little, Teacher/IB Coordinator at Owosso Middle School, has submitted his letter of intent to retire effective June 30, 2025, after 32 years of service.

Heather Ketchum, Teacher at Owosso Middle School, has submitted her letter of intent to retire at the conclusion of the 2024-2025 school year after 25 years of service.

Angela Wertz, Teacher at Emerson Elementary, has submitted her letter of intent to retire effective June 5, 2025, after 29 years of service.

Matthew Friend, Teacher at Owosso Middle School, has submitted his letter of intent to retire effective June 5, 2025, after 13 years of service.

Connie Tew, Paraprofessional at Owosso Middle School, submitted her letter of intent to retire effective February 10, 2025, after 11 years of service.

Irene Podolan, Food Service Worker, submitted her letter of intent to retire effective May 2, 2025, after 10 years of service.



OWOSSO PUBLIC SCHOOLS

Ready for the World

NOTICE OF BOARD OF EDUCATION MEETINGS

Please take notice that the Owosso Public Schools Board of Education will be holding a regularly scheduled regular Board Meeting on Wednesday, May 28, 2025. The meeting will take place at 5:30pm, located at the Washington Campus Administration Building, Gymnasium, at 645 Alger St, Owosso, MI. Immediately following this will be a second regular meeting to begin at approximately 5:35pm in the same location.

DATE OF MEETING: Wednesday, May 28, 2025

HOUR OF MEETING: 5:30pm and 5:35pm

LOCATION OF MEETING: Washington Campus Administration
Building, Gymnasium
645 Alger St, Owosso MI 48867

PURPOSE OF MEETING: Regular Meeting

**Telephone Number of Principal Office
of Board of Education:** 989-723-8131

**Board Minutes are located at the
Principal Office of the Board of
Education:** 645 Alger St, Owosso MI 48867

Board of Education, President
Owosso Public Schools