

OWOSSO PUBLIC SCHOOLS
Board of Education Minutes
Committee of the Whole Meeting
January 10, 2024
Report 23-78

Present: Adam Easlick, Nick Henne, Ty Krauss, Rick Mowen, Shelly Ochodnicki, Marlene Webster, Olga Quick

Absent:

Mr. Rick Mowen called the Board of Education Meeting to order at 5:30 p.m. The meeting was held at the Shiawassee Art Council, 206 Curwood Castle Drive, Owosso, MI 48867.

Pledge of Allegiance

Closed Session: Collective Bargaining Strategies

Moved by Quick, supported by Easlick, to move into closed session at 5:35pm, pursuant Section 8, for the purpose of discussing collective bargaining strategies. Secretary Krauss conducted a roll call vote; ayes Easlick, Henne, Krauss, Mowen, Ochodnicki, Quick, Webster, nays; none. Motion carried unanimously.

Moved by Quick, supported by Ochodnicki, to move back into open session at 6:33pm to discuss the regular agenda items. Motion carried unanimously.

Thrun Policy

Thrun attorney Mrs. Lisa Swem informed the Board that Thrun Law Firm P.C. has developed a set of policies to address the amendments to the Public Employee Relations Act and to aid schools in negotiations this year.

- 4108 Union Activity and Representation: Mrs. Swem explained these policy changes address PERA amendments that repealed a prohibition on the voluntary deduction of union dues, service fees, and contributions to political action committees from employee wages. The policy includes optional language concerning the charging of administrative fees. This policy will replace current policy 6520 Payroll Deductions.
- 4207 Third Party Contracting: Mrs. Swem explained these policy changes address PERA amendments that removed third-party contracting of non-instructional support services and intergovernmental contracts from the prohibited bargaining subjects. This policy will replace current policy 3120.04 Employment of Substitutes, and 4120.04 Employment of Substitutes.
- 4402-R Placement: Mrs. Swem explained these changes address PERA amendments making teacher placement decisions a mandatory bargaining subject and RSC Section 1248 amendments requiring clear and transparent procedures for teacher placement decisions. This policy will replace current policy 3130 Assignment and Transfer.

- 4403-R Performance Evaluation: Mrs. Swem explained these changes address the PERA amendments making teacher evaluations a mandatory bargaining subject and RSC Section 1249 amendments regarding teacher evaluation. This policy will replace current policy 3142 Probationary Teachers, 3220 Professional Staff Evaluations, and 3242 Professional Growth Requirements.
- 4404-Performance Based Compensation: Mrs. Swem explained these changes address the repeal of RSC Section 1250 and amendment to SSAA Section 164h regarding teacher merit pay
- 4405-R Reduction in Force and Recall: Mrs. Swem explained these changes address PERA amendments making teacher layoff and recall a mandatory bargaining subject and RSC Section 1248 amendments requiring clear and transparent procedures for teacher layoff and recall decisions. This policy will replace current policy 3131 Staff Reductions/Recalls.
- 4407 Discipline: Mrs. Swem explained these changes address PERA amendments that make teacher discipline a mandatory bargaining subject. This policy will replace current policy 3139 Staff Discipline.
- 4408 Termination: Mrs. Swem explained these changes are intended to address amendments to TTA. This policy will replace current policy 3140 Termination and Resignation.
- 4409-R Non-Renewal: Mrs. Swem explained these changes are intended to address the RSC Section 1249 amendments regarding amendments to TTA. This policy will replace current policy 3139 Staff Discipline and 3220 Professional Staff Evaluation.
- 4503-R Performance Evaluation: These changes are intended to address RSC Section 1249 and 1249b amendments regarding administrator evaluation. This policy will replace current policy 1420 School Administrator Evaluation.
- 4504 Performance Based Compensation: Mrs. Swem explained these changes are intended to address the repeal of RSC Section 1250 and amendment to SSAA Section 164h regarding teacher merit pay.

Dr. Tuttle informed the Board that it will be her recommendation that the Board vote on and approve these policies at the January 24, 2024 meeting.

Sinking Fund Update

Dr. Tuttle and Spicer Group Engineer Mr. Darrick Huff shared an update on the sinking fund with the Board. The sinking fund has a current total of approximately \$2.7 million. The district anticipates a collection of approximately \$1.3 million, leaving a total of approximately \$4 million. The district has some anticipated expenditures: \$499,735.65 for gym renovations, \$335,000 for door replacement, site renovations to cost \$36,003.03, and fees from Spicer Group to cost \$63,115.00. These anticipated expenditures would bring the total of the sinking fund to approximately \$3 million. Dr. Tuttle also brought to the Board's attention that there are broken smoke dampers on the north campus roof that will need immediate attention. The district has worked with Spicer Group to find a solution below the \$10,000 bid-threshold and will install wind-screens to shield the smoke dampers. If the wind-screens do not solve the issue, the Board

may have to put out a bid for alternative solutions. Dr. Tuttle will keep the Board informed as to next steps.

Trustee Henne asked if there is an update on the Water Street Facility. Dr. Tuttle responded that Venture Inc., resubmitted their application in December 2023. Dr. Tuttle will keep the Board informed as the application moves through the process.

February 27 – Presidential Primary

Dr. Tuttle informed the Board that February 27, 2024 is the presidential primary. As the school buildings act as voting locations, Dr. Tuttle recommended to the Board they close school for that day for safety and security reasons. Dr. Tuttle recommended the Board act this night, January 10, so the district can communicate with families in a timely manner.

Moved by Quick, supported by Easlick, to approve the district closing school on the day of February 27, 2024, for safety and security purposes as the buildings act as voting locations for the community. Secretary Krauss conducted a roll call vote; ayes Easlick, Henne, Krauss, Mowen, Ochodnick, Quick, Webster, nays; none. Motion carried unanimously.

Business Office Update

Dr. Tuttle informed the Board that Ms. Stacy Witt, who accepted the CFO position in November 2023, resigned due to personal reasons as of December 28, 2023. The district has asked OMS Assistant Principal Dr. Cathy Dwyer to assist with the CFO role in the interim and has hired financial consultant Shelbi Frayer to guide Dr. Dwyer while the district looks for a permanent hire. The district intends to post the position again and then review candidates. Dr. Tuttle will keep the Board informed as the district considers candidates. Dr. Tuttle told the Board that she intends to have a budget revision ready for the Board to review in February. Dr. Tuttle also shared that Mrs. Frayer recommended the district hire an accountant. Dr. Tuttle said she is not recommending hiring an account at this time, but that may be a position the Board would like to create in the future.

Strategic Plan

The Board reviewed the current strategic plan, in place for the years 2022-2025, and decided no changes need to be made at this time.

Closed Session: Personnel Matters

Moved by Webster, supported by Easlick, to move into closed session at 7:42pm, for the purpose of discussing confidential personnel matters. Secretary Krauss conducted a roll call vote; ayes Easlick, Henne, Krauss, Mowen, Ochodnick, Quick, Webster. Nays; none. Motion carried unanimously.

Moved by Quick, supported by Easlick, to move back into open session at 8:15pm for the purpose of adjournment. Motion carried unanimously.

Adjournment

Moved by Quick, supported by Henne to adjourn at 8:16 p.m. Motion carried unanimously.

Minutes recorded by Brooke Barber.

Respectfully submitted,


Ty Krauss, Secretary