

**OWOSSO PUBLIC SCHOOLS**  
**Board of Education Minutes**  
**Regular Meeting**  
**January 24, 2024**  
**Report 23-106**

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

Mr. Rick Mowen 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**

**Election of Officers**

Superintendent Dr. Tuttle shared the process to be used by the Board of Education for the annual election of officers. Dr. Tuttle explained that she will open the nominations for Board President by taking the first nominations. The same process will be used by the newly elected President for the offices of Vice President, Secretary, and Treasurer. When the elections are completed, the meeting will continue with the new officers in place.

Superintendent Dr. Tuttle opened the nominations for the office of President. Mrs. Ochodnicki nominated herself for the office of Board President, and accepted the nomination. Mrs. Ochodnicki shared she is a 13-year Board member with great support from the community and she is a certified 'Level 2' MASB Board member. Her classes for her certification included the roles and responsibilities of Board presidents. She feels her education and training has demonstrated her commitment to the position. Mrs. Ochodnicki said that most important job of the Board is to hire and evaluate a superintendent. She shared she has been a part of the superintendent hiring process as a parent and also as a parent advocate. She assured the Board and audience that as Board president, she will assist the superintendent in creating agendas with input from all Board members, and will fully respect the process of the superintendent search. Mrs. Ochodnicki ended her comments by saying that if she fails in her duties as president, she can be voted out next year. Mrs. Ochodnicki thanked the Board and the audience for listening. Mr. Krauss nominated Mr. Mowen for the office of Board President, and Mr. Mowen accepted the nomination. There were no other nominations for Board President. Mrs. Quick moved to close the nominations for Board President, and Mr. Krauss supported her motion. Motion carried unanimously. Mr. Mowen, Mrs. Quick, Mr. Krauss, and Mr. Henne voted to elect Mr. Mowen as Board President. Mrs. Ochodnicki voted for herself as Board President. Mrs. Webster and Mr. Easlick were absent. With a four-vote majority, Mr. Mowen was elected to serve as Board President effective immediately through January 1, 2025.

President Mowen opened the nominations for the office of Vice President. Mrs. Quick nominated Mrs. Webster for the office of Board Vice President, and Mrs. Webster, though absent, submitted a written 'acceptance of a nomination'. There were no other nominations for

Vice President. Mrs. Quick moved to close the nominations for office of Vice President and Mr. Henne supported the motion. Motion carried unanimously. Mrs. Quick, Mr. Krauss, Mr. Henne, Mrs. Ochodnicky and President Mowen voted to elect Mrs. Webster as Vice President. Mrs. Webster and Mr. Easlick were absent. Mrs. Webster was elected to serve as Board Vice President effective immediately through January 1, 2025.

President Mowen opened the nominations for the office of Treasurer. Mr. Krauss nominated Mrs. Quick for the office of Board Treasurer, and Mrs. Quick accepted the nomination. There were no other nominations for Board Treasurer. Mrs. Ochodnicky moved to close the nominations for Board Treasurer, Mr. Henne supported the motion. Motion carried unanimously. Mrs. Quick, Mr. Krauss, Mr. Henne, Mrs. Ochodnicky and President Mowen voted to elect Mrs. Quick as Board Treasurer. Vice President Webster and Mr. Easlick were absent. Mrs. Quick was elected to serve as Board Treasurer effective immediately through January 1, 2025.

President Mowen opened the nominations for the office of Board Secretary. Treasurer Quick nominated Mr. Krauss for the office of Board Secretary and Mr. Krauss accepted the nomination. There were no other nominations for Board Secretary. Mrs. Quick moved to close the nominations for office of Board Secretary, Mr. Henne supported the motion. Motion carried unanimously. Treasurer Quick, Mrs. Ochodnicky, Mr. Krauss, Mr. Henne, and President Mowen voted for Mr. Krauss for the office of Board Secretary. Vice President Webster and Mr. Easlick were absent. Mr. Krauss was elected to serve as Board Secretary effective immediately through January 1, 2025.

### **Building Reports**

The Board recognized Bryant employee Mrs. Chris Ferguson for her heroic action last month where she saved a choking student by performing the Heimlich maneuver. Bryant Elementary School Principal Taylor Sergent introduced Mrs. Chris Ferguson to the Board. Mr. Sergent said he stands before the Board with a deep sense of honor and gratitude to recognize the remarkable actions of one of our staff members, Mrs. Chris Ferguson. Mrs. Ferguson's quick thinking and unwavering commitment to the safety of all our students exemplifies the very essence of our educational community. Mr. Sergent explained a recent incident occurred within Bryant elementary that tested the preparedness of staff. In a moment of crisis, a student found themselves in a life-threatening situation; choking in the classroom. It was a fellow student who recognized the severity of the situation and swiftly brought the student out into the hallway where Mrs. Ferguson was stationed. Mr. Sergent said in that critical moment, Mrs. Ferguson demonstrated exceptional courage and competence, successfully dislodging the obstruction from the student's throat and preventing any further harm. Mr. Sergent shared that when he asked Mrs. Ferguson about her actions, she humbly shared that her response was guided by natural instinct thanks to the CPR and first aid training provided by the district in previous years. Mr. Sergent said this training equipped Mrs. Ferguson with the knowledge necessary to act swiftly and decisively in a crisis. Mr. Sergent said that tonight the entire Owosso community extends their heartfelt gratitude to Mrs. Ferguson for her quick thinking and unwavering leadership to guide those around her and help save the life of a student. Her actions serve as an inspiration and as a testament to the caliber of individuals that make up the educational community in Owosso. Mr.

Sergent also thanked the Board and the district for providing the training that gives staff the skills needed to prioritize the safety and security of students. Mr. Sergent continued to say it is with the support of the Board and administration that staff are able to uphold the collective responsibility to do what is truly best for all of our students. Mr. Sergent ended his comments by saying let us remember that it is in these moments of adversity that the true character of an individual and of an educational community shine brightest. We are immensely proud of Mrs. Ferguson, and appreciate that her actions represent the heart of the Owosso community. Both the Board and the audience gave Mrs. Ferguson a standing ovation. Mrs. Ferguson also received a small gift from the Board. Mrs. Ferguson thanked everyone for the acknowledgement and thanked the district for providing the essential first aid training.

For the Celebrate Kids portion of the meeting, Lincoln Alternative High School Principal Mrs. Carrie Rugenstein introduced LAHS science teacher Ms. Emily Brinks to share with the Board the activities her and her students have been enjoying. Ms. Brinks explained that over the last two years she has been working to provide students with the opportunities and the tools to study two passions of hers, zoology and forensics. The forensics introduction was so popular with students that LAHS extended the class over three trimesters and each trimester has a different theme. Ms. Brinks said in the first trimester the students learned about the process of crime scene investigation. The students are currently in the second trimester and are learning about the different types of forensic evidence and how the evidence guides law enforcement to the perpetrator of a crime. Ms. Brinks said that thanks to new microscopes, students have had hands-on experiences with studying evidence. The third trimester will focus on the human body, anatomy, and the students will perform a dissection of fetal pig. Ms. Brinks said that through the study of forensics, she hopes her students will learn that many of the concepts apply to nearly all professional fields and also hopes the students will gain further appreciation for the way small things can tell an important story. Lincoln students Kylah Nichols, Khloe Dumond, Daschel Paxton, Trayte Macklin, and Jaidyn Christmas each took a turn at the microphone to tell the Board how much they love Ms. Brinks' class. Ms. Brinks thanked Mrs. Rugenstein and the district for supporting her endeavors to bring new topics and experiences to Lincoln High School.

Principal Rugenstein introduced math teacher Ms. Katelynn Fletcher to talk to the Board about the PRISMS program and some recent grant funds Lincoln received to bring virtual reality headsets into the classroom. Ms. Fletcher explained to the Board she participated in professional development classes on the PRISMS program last spring. She felt the program would be great for students and was the first teacher in the county to bring the VR headsets into the classroom. Ms. Fletcher uses PRISMS as a supplemental resource to help students apply what they learn in her classroom to real world scenarios. Ms. Fletcher shared a specific instance in her algebra two class where students used the VR headsets to engage in an air-traffic control scenario where they learn to launch, fly, and land a plane. Ms. Fletcher said she is grateful the technology allows her students to see how her subject can be applied to the real world, and is looking forward to the many ways the technology will be utilized to achieve student learning.

Trustee Ochodnicky shared her gratitude to Mrs. Rugenstein, Lincoln staff, and the Lincoln students for sharing their knowledge and enjoyment of their classes with the Board. Treasurer Quick congratulated the students for presenting themselves and their school well and thanked them for sharing their interests with the audience.

Student Representative Kate Lee informed the Board that Future Farmers of America is holding District Leadership Contests this evening. She wished good luck to Mrs. Clark and the FFA students. She informed the Board that OHS will be hosting both district and regional Michigan Interscholastic Forensics Association (MIFA) competitions. The district competition will take place on January 27 and the regional competition will take place on February 3. We will have a MIFA home performance on January 31. The plays will be 'Exposure' and 'Almost, Maine!'. Owosso is hosting both district and regional competitions. Districts will be January 27, and regionals will take place on February 3.

### **Board Correspondence**

Dr. Tuttle began her superintendent's report with a heartfelt goodbye as she informed the Board she has officially accepted a position with Grosse Pointe Public Schools. Dr. Tuttle prepared a letter and read it aloud to the Board: "It is with mixed emotions that I share with you today that after 14 years as the superintendent of this great district, I will resign effective February 2, 2024. I am much better at hellos than goodbyes, and I prefer to say, "See you later," but the time has come for me to close these wonderful chapters at Owosso Public Schools. Over the past 16 years, my family and I have had the privilege of being part of the Owosso district team and community. It has been a journey filled with invaluable personal and professional experiences. I have had the honor of learning from some of the most talented and kind individuals, and my children have been positively influenced by the superb Owosso team members. My husband John and I want to express our heartfelt gratitude to each and every one of you for making Owosso such a wonderful community to raise our children. They say it takes a village, and Owosso has been the best village, a truly remarkable place to nurture and guide children. I want to thank my husband and my children for supporting me so that I could give my heart and soul to this district. At times, I was not the best wife or mom, but my family understood that I was focusing on what was best for kids, doing important work worth their sacrifices.

"They say it's lonely at the top. However, I have found solace in the kindness and warmth extended by the amazing people who call this community home. Relationships matter deeply to me, and I am sincerely thankful to all my Owosso friends for their mentorship, camaraderie, and love they have shown. To the Owosso Public Schools Board of Education members, past and present, you are the fearless leaders of this district. I did the math this morning and I estimate that for those of you who have been on the Board since I started, we have participated in over 600 hours of meetings together making decisions that we felt best for our students and our community. I am grateful for your exemplary leadership. Your commitment to this school district and community has made Owosso academically and fiscally strong while delivering exceptional opportunities for our students. To the administrative team, thank you for your dedication and tireless efforts for our students and our team members. Working with such a strong, knowledgeable, compassionate, and supportive team has been an honor. Most

importantly, thank you for the laughs of which we have had many, maybe too many. I can say that this is the hardest working and caring group of humans and through the tears and the laughs we have bonded over one thing—putting kids first. I will miss each one of you individually and all of you collectively. To the educational team, I thank you for your dedication and the daily sacrifices you make to ensure the lives of the children in our community are better for being part of this great district. Just like other parents, my husband and I had choices for our children’s education during their most impressionable years of life. Without a doubt, choosing Owosso proved to be one of the best decisions we ever made. I hope students and parents realize what a tremendous school district this is in large part because of the people. I truly believe that you hire great people and teach them the job and the people in this district are simply the best. One of my favorite sayings that was repeated to me as I was growing up was as follows: Intelligent people talk about ideas, smart people talk about things, and all others talk about other people. I hope the Owosso community continues to focus on ideas and lifts each other up for the future of our greatest asset—our kids. Everyone knows I love quotes, and one of my favorites is from om Nelson Mandela: “Education is the most powerful weapon which you can use to change the world.” I hope you continue to use it wisely. As I step into the next phase of my journey, I remain the greatest advocate of public education and of Owosso. Owosso will always hold a special place in my heart, and I am eternally grateful for the impact you have had on my life. I encourage you all to continue building strong and positive relationships, working together to keep the Owosso school district and community flourishing and strong. Owosso is, indeed, a tremendous place to live and learn. Thank you all for shaping my life, and I wish you continued success in all your future endeavors.”

Superintendent Dr. Tuttle continued with her report by informing the Board that January is School Board Recognition month, and the district has purchased a small gift for each Board member to show appreciation. She said the district wants to send heartfelt gratitude to all school Board members for their dedication and commitment to our students’ education. School Board members connect essential pieces of the educational puzzle; they bring together the vision, the expertise, and the passion needed to support public education. Dr. Tuttle said the leadership, guidance, and decision-making of the Board is crucial to shaping the future of our students and providing them with the best opportunities to grow. We appreciate the countless hours devoted to understanding complex, educational issues, collaborating with stakeholders, and making tough decisions. Dr. Tuttle thanked the Board for being the driving force behind the educational system for connecting essential pieces that shape the future of our students and community.

President Mowen thanked Dr. Tuttle for her appreciation, and thanked her for her thoughtful resignation letter. He said Dr. Tuttle’s resignation is bittersweet, but that he and the Board are excited for her new journey. President Mowen asked for a motion to accept Dr. Tuttle’s resignation. Trustee Ochodnicky moved to accept the resignation of Dr. Andrea Tuttle, Superintendent, Secretary Krauss supported the motion. Motion carried unanimously.

Curriculum Director Mr. Stephen Brooks informed the Board that January 15 was a district-wide professional development day. Topics included Crisis Prevention Institute training, flat panel training, ALEKS math training, special education para pro training, among others. February 27 is

scheduled to be another professional development day and the secondary campus staff will be participating in SAT/PSAT training. Mr. Brooks said those assessments will be transferring to a digital format, and with that transfer there are new processes for staff to learn to ensure testing days go smoothly. Mr. Brooks continued that next week students will have MEAP testing, which is a national assessment. 50 students in the district were randomly selected to take a math and reading assessment and the results will go into a nationwide pool of data that helps monitor school improvement. Mr. Brooks said K-8 students are also taking mid-year assessments; students will take the Developmental Reading Assessment (DRA) and Northwest Evaluation Association assessment (NWEA) like they did in the fall. Scores will be compared between the fall and spring to make sure students are progressing appropriately. Mr. Brooks said spring pupil accounting is coming up in early to mid-February. Mr. Brooks gave kudos to Pupil Accounting Specialist Mrs. Tasha Speck and all building secretaries for their preparation and commitment to making sure the process runs smoothly. Mr. Brooks informed the Board that the district wrote a grant for Grow Your Own which brought in almost \$200,000 from the state. The grant allows the district to financially support staff members pursuing their teaching certificate, which is a great way to encourage staff development and retain employees. Mr. Brooks gave an update on Kindergarten Registration. Kindergarten Registration will take place March 4 through March 8, 2024. District staff is currently preparing marketing materials to be sent out on February. He thanked Mrs. Jessica Thompson for her continued innovation in creating fun, colorful, and informative advertisements for our kindergarten program. Mr. Brooks finished his report by saying the district will offer first-aid/CPR training for all staff this February.

Before moving on to the public participation portion of the meeting, Dr. Tuttle shared with the Board that during the January 15 professional development, the OPS foundation also announced the Teacher and Staff Member of the Year awards. OMS teacher Mr. Chris Bird took home the Teacher of the Year award and Ms. Pam Giffei took home the Support Staff Member of the Year award.

### **Public Participation**

President Mowen 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 follow participants addressed the Board:

- Tom Manke

### **For Action**

- Moved by Quick, supported by Henne, to add Report 103 – Personnel New Teacher Hire, to the agenda 'For Action'. Motion carried unanimously.

- Moved by Quick, supported by Krauss, to amend the January 10, 2024 meeting minutes. Under the section ‘Business Office Update’, in regard to the Chief Financial Officer position, the sentence “The district intends to post the position for another five days and then review candidates.” should read “The district intends to post the position and then review candidates.” as the district did not place a time frame on the posting. Motion carried unanimously.
- Moved by Krauss, supported by Henne to approve the December 13, 2023 Board of Education Regular Meeting minutes, the December 13, 2023 Closed Session minutes, the January 10, 2024 Board of Education Retreat minutes as amended, the January 10, 2024 closed session minutes one, the January 10, 2024 closed session minutes two, and the current bills and financials as presented. Secretary Krauss conducted a roll-call vote. Henne, Krauss, Mowen, Ochodnicky, and Quick voted aye. Vice President Webster and Trustee Easlick are absent. Motion carried unanimously. Dr. Tuttle thanked Dr. Cathy Dwyer for her hard work to produce the current bills and financials for this meeting, and for her assistance in the business office while the district looks for a Chief Financial Officer.
- Moved by Quick, supported by Henne to authorize the Superintendent to contract with Vector Tech Group in an amount not to exceed \$579,867.11 for which the District would be responsible for 15% of the total, equating to \$86,980.06 for both ERATE projects (Network Switch Upgrade and Wi-Fi Upgrade). Secretary Krauss asked why some bids are so much higher than others. Technology Director Mr. Joseph Watson explained that some companies use more expensive manufacturers, some companies are farther away than others, and some companies will price themselves out for work they are too busy to take on. Secretary Krauss asked if the district will receive any discounts. Mr. Watson explained that OPS will receive governmental pricing, and some vendors will receive discounts from their supplier, and the vendor will pass the discount along to OPS. Mr. Watson told the Board there is a breakdown included in the packet that will explain his decisions on products. Motion carried unanimously.
- Moved by Krauss, supported by Quick to Adopt the Bylaws for Owosso Public Schools as presented. This is an annual agenda item. Motion carried unanimously.
- Moved by Quick, supported by Henne Owosso Board of Education authorize the Superintendent of Schools or his/her designee to conduct and manage any school elections for the calendar year 2024. This is an annual agenda item. Motion carried unanimously.
- Moved by Quick, supported by Ochodnicky, to table the action item of retaining Thrun Law Firm, P.C. until the next meeting. The Board has asked the district to provide information as to the yearly retainer fee and other potential law firms the district could utilize. Motion carried unanimously.
- Moved by Quick, supported by Ochodnicky authorize the superintendent or a Board designee to accept professional staff resignations on behalf of the Board. This is an annual agenda item. Motion carried unanimously.
- Moved by Krauss, supported by Henne authorized signers for the Owosso Public Schools’ financial and banking transactions for the 2024 calendar year be approved as

presented including authorization for necessary ACH transactions and/or bank transfers. Mrs. Ochodnicky asked how this list is affected as the district is currently without a CFO. Dr. Tuttle replied the Board treasurer will continue to act as an authorized signer. Dr. Tuttle also informed the Board that Mr. Brooks has been added to the accounts while the district looks for CFO.

- Moved by Quick, supported by Henne to appoint President Rick Mowen as a representative of the Shiawassee County School Board Executive Board and the SRESB Budget Review and Election. Secretary Ty Krauss to serve as an alternate. Motion carried unanimously.
- Moved by Krauss, supported by Henne to adopt New Thrun Policy 4108 (Union Activity and Representation), without the optional language regarding administrative fees, to replace current policy 6520 Payroll Deductions. This policy addresses PERA (Public Employment Relations Act) amendments that repealed a prohibition on the voluntary deduction of union dues, service fees, and contributions to political action committees from employee wages. Motion carried unanimously.
- Moved by Quick, supported by Krauss to adopt Thrun Policy 4207 (Third Party Contracting) to replace current policies 3120.04 (Employment of Substitutes) and 4120.04 (Employment of Substitutes). This policy addresses PERA amendments that removed third-party contracting of non-instructional support services and intergovernmental contracts from the prohibited bargaining subjects. Motion carried unanimously.
- Moved by Krauss, supported by Quick to adopt Thrun Policy 4402-R (Placement) to replace current policy 3130 (Assignment and Transfer). This policy addresses PERA amendments making teacher placement decisions a mandatory bargaining subject and RSC Section 1248 amendments requiring clear and transparent procedures for teacher placement decisions. The policy will not go into effect until July 1, 2024. Motion carried unanimously.
- Moved by Quick, supported by Krauss to adopt Thrun Policy 4403-R (Performance Evaluation) including optional language to perform evaluations triennially, to replace current policies 3142 (Probationary Teachers), 3220 (Professional Staff Evaluations), and 3242 (Professional Growth Requirements). This policy addresses the PERA amendments making teacher evaluations a mandatory bargaining subject and RSC Section 1249 amendments regarding teacher evaluation. The policy will not go into effect until July 1, 2024. Motion carried unanimously.
- Moved by Quick, supported Krauss to table Thrun Policy 4404 (Performance Based Compensation) that addresses the repeal of Revised School Code (RSC) Section 1250 and amendment to SSAA Section 164h regarding teacher merit pay until the next meeting. Motion carried unanimously.
- Moved by Quick, supported by Henne to adopt Thrun Policy 4405-R (Reduction in Force and Recall) to replace policy 3131 (Staff Reductions/Recalls). This policy addresses 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. Motion carried unanimously.



- Moved by Krauss, supported by Henne to adopt Thrun Policy 4407 (Discipline) to replace policy 3139 (Staff Discipline). This policy addresses PERA amendments that make teacher discipline a mandatory bargaining subject. Motion carried unanimously.
- Moved by Quick, supported by Krauss to adopt Thrun Policy 4408 (Termination) including optional language two under Non-Teaching Professionals [*unless otherwise provided by a collective bargaining agreement or individual employment contract, a Non-Teaching Professional may be terminated by the Board for any reason that is not arbitrary or capricious subject to due process*], to replace policy 3140 (Termination and Resignation). This policy addresses amendments to the Teacher Tenure Act (TTA). Motion carried unanimously.
- Moved by Quick, supported by Ochodnický, to table Thrun Policy 4409-R (Non-Renewal) that addresses the RSC Section 1249 amendments regarding amendments to TTA, and would replace 3139 (Staff Discipline) and 3220 (Professional Staff Evaluation), to a future meeting. Motion carried unanimously.
- Moved by Quick, supported by Krauss to table Thrun Policy 4503-R (Performance Evaluation), that addresses RSC Section 1249 and 1249b amendments regarding administrator evaluation, would replace policy 1420 (School Administrator Evaluation). The policy would not go into effect until July 1, 2024. Motion carried unanimously.
- Moved by Quick, supported by Krauss, to table Thrun Policy 4504 (Performance Based Compensation) that addresses the repeal of RSC Section 1250 and amendment to SSAA Section 164h regarding teacher merit pay, to a future meeting. Motion carried unanimously.
- President Mowen informed the Board and the audience that Report 23-101, ‘Superintendent Interview Questions’, has been deferred to the Board’s Special Meeting, set to take place on January 31, 2024 at 5:30pm. President Mowen said that it will be at the meeting that Michigan Association of School Board representative Mr. Jay Bennett will be assisting the Board in a pre-search workshop. Trustee Ochodnický informed the Board and audience that the superintendent search process has several routes the Board can take. The Board can do a national search, a state-wide search, or an internal search. The Board may also have the interviews moderated by the OPS Human Resource Director, or an outside party may moderate for the Board. Trustee Ochodnický shares she felt the superintendent search when the Board hired Dr. Tuttle was done very well, and felt that MASB did a great job guiding the Board through the process. Trustee Ochodnický shared she does not have a particular candidate in mind, but that she knows there are great internal candidates available. She feels that everyone who wants to apply should have the opportunity to do so. Trustee Ochodnický shared she feels the process is being rushed and the Board has not had enough time to discuss how they would like to proceed with the search. She said the Board has not had enough time to discuss dates with MASB and she believes that needs to happen. Trustee Ochodnický hopes that everyone can be together on January 31 as it is short notice. Treasurer Quick asked to clarify for her own knowledge and for the knowledge of the audience, that at the special meeting planned for January 31, 2024, the Board intends to discuss the superintendent

search and all the processes involved. The Board agreed it would. Trustee Henne also asked that the agenda include an expected timeline for the search process.

- Moved by Ochodnick, supported by Henne to hire Jessica Eva as an Emerson Elementary Kindergarten Teacher at Step 1 - \$43,332. Motion carried unanimously.

### **For Future Action**

- No 'For Future Action' items were presented at this meeting.

### **For Information**

Dr. Tuttle announced the following personnel changes:

### **Accepted Positions**

- Melissa McBride has accepted the Bus Driver position.
- Madison Eldridge has accepted the Food Service position.
- John Bradford III has accepted the Custodian position.

### **Resignations**

- Casandra Pajtas, Emerson Teacher resigned effective January 5, 2024.
- Shelley Lindsey, Elementary Special Education Teacher resigned effective January 12, 2024.
- Stacy Witt, CFO resigned effective December 28, 2023.
- Margaret O'Brien resigned effective January 5, 2024.

### **Retirements**

- Pamela Spalding, Lead Cook retired effective December 15, 2023.
- Tamara McKay, Paraprofessional retired effective December 31, 2023.

### **Public Participation**

President Mowen 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 follow participants addressed the Board:

- Tom Manke
- Tim Jencs
- John Pappas

### **Board Comments**

Trustee Henne congratulated Superintendent Dr. Tuttle on her new position. He said she is leaving the district better than how she found it, considering the deficit when Dr. Tuttle first started and where the district is now. He asked she let everyone know when they can celebrate together. Trustee Henne commended Mrs. Ferguson for her heroic actions and thanked the district for providing the essential CPR training. Trustee Henne ended his comments by saying it is important for the Board to take the time to do the superintendent search correctly as a united front. He is looking forward to the challenge.

Trustee Ochodnický congratulated President Mowen on his election to office of Board President. Trustee Ochodnický said she is a risk-taker and although she took a risk tonight to nominate herself for President and it did not work out in her favor, she does not regret trying to do something different. She added that the superintendent hiring process is the most important job for the Board. She continued that the administrative team and the business office has had a lot of changes, and the district will need a strong leader. Trustee Ochodnický said it is important for the Board to share the process with the community and all those who may be interested in the position. She also shared that she would like to do a survey of parents and staff to see what they are looking for in a superintendent. Trustee Ochodnický appreciates the discussion had tonight.

Treasurer Quick echoed Trustee Ochodnický's comments. She agrees the superintendent search is one of the Board's most important jobs, and the time should be taken to ensure the process is done right. She said she is confident the Board will work together to create a transparent process in the search for a new superintendent. Treasurer Quick also thanked Principal Rugenstein, Ms. Brinks, Ms. Fletcher, and the Lincoln Students for the presentation they gave. She said it is truly remarkable and heartening to see students who love their teachers and their classes, and who want to share their excitement with the community.

Secretary Krauss is looking forward to the process of the superintendent search. He is certain the Board will come together to do what is best for the district, and knows the Board will be as transparent as possible with staff, the community, and potential candidates. He is looking forward to what MASB representative Mr. Bennett has to say on January 31. Secretary Krauss congratulated Dr. Tuttle on her new job, and is excited to see her future successes.

President Mowen remarked that he is grateful the district can provide the essential first aid training that led to Mrs. Chris Ferguson saving the life of a child. He thanked her for heroic actions. President Mowen finished his comments by saying that the Board has a big task in front of them in replacing Dr. Tuttle, but that he is looking forward to the process and knows the Board will work together to hire the best possible candidate. He thanked those in attendance for coming to the meeting.

### **Upcoming Dates**

- January 31: Board of Education, Special Meeting, Washington Campus Gym
- January 31: OHS MIFA Performance, 7:00pm, PAC
- February 3: MIFA Regionals, all day, PAC
- February 5: OHS Oscars, 7:00pm, PAC
- February 16: Half day for all students, noon dismissal

- February 19: No school, President's Day
- February 21: OHS Band Concert, 7:00pm, PAC
- February 28: OHS Choir Concert, 7:00pm, PAC

**Adjournment**

Moved by Quick, supported by Ochodnicky, to adjourn at 7:25 pm. Motion carried unanimously.

Minutes recorded by Brooke Barber.

Respectfully submitted,

  
Ty Krauss, Secretary