



Board of Education Agenda
April 23, 2025
5:30 pm

Washington Campus Gymnasium
 645 Alger St
 Owosso, Michigan 48867

1. Call to Order

2. Pledge of Allegiance

3. Building Reports

Celebrate Kids! – OHS/LHS Recognition of Highest Honors and Top Graduates
 Recognition of Warren Regoni
 Recognition of All State Honorable Mention Danica Dwyer
 Facility Study Review
 Student Representative Report - Paige Davis

4. Board Correspondence:

Superintendent's Report
 Curriculum Director's Report

5. Public Participation

6. For Action

Consent Agenda:			
March 26, 2025 Board of Education Regular Meeting Minutes-----	Report 24-112	Page 3	
April 9, 2025 Board of Education Committee Meeting Minutes-----	Report 24-113	Page 11	
Current Bills-----	Report 24-114	Page 17	
Financials-----	Report 24-115	Page 25	

7. For Future Action

ESS Midwest 2025-2026 Contract Renewal-----	Report 24-116	Page 30
Server System Upgrade-----	Report 24-117	Page 45
Approval of Communicable Disease Health Material-----	Report 24-118	Page 49

8. For Information

Personnel Update-----	Report 24-119	Page 51
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9. Public Participation

10. Board Comments: Board Member Comments/ Updates

11. Upcoming Board Meeting Dates:

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
 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

12. Closed Session- Contract Negotiations

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.

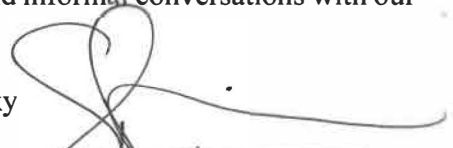
We will be enthusiastic and energetic in our support of the work in our schools by students, staff and volunteers. We will model this behavior by attending school sponsored events and working toward board certification through class work.

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



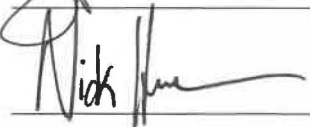
Shelly Ochodnicki
Vice President



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

March 26, 2025 Board of Education Regular Meeting Minutes

OWOSSO PUBLIC SCHOOLS
Board of Education Minutes
Regular Board Meeting Minutes
March 26, 2025
Report 24-112

Present: Adam Easlick, Nick Henne, Rick Mowen, Shelly Ochodnick, 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.

President Webster introduced Assistant Superintendent of Curriculum and Instruction, Dr. Dwyer as the Superintendent for the Evening. Superintendent Brooks asked to be excused, as he had a prior commitment. The Board considered moving the night of the meeting, but the board decided to go ahead with Dr. Dwyer sitting in for Superintendent Brooks.

Pledge of Allegiance

Building Reports

Recognition of All-State Wrestler Hannah Hart. Dr. Lintner, OHS Principal and Coach Poyner introduced Hannah Hart, All-State Wrestler. It was also acknowledged; Hannah is also an equestrian team member. Dr. Lintner and Coach Poyner praised Hannah Hart's achievements, highlighting her leadership and character. Hannah shared her plans to attend the University of Findlay in Ohio to study Equine Business and Management and Western training.

Celebration of Students from Emerson and Central Elementary. It was reported the celebration of Emerson students was rescheduled from a previous board meeting because of inclement weather.

Mrs. Jessica Aue, Principal, introduced Mrs. Feinauer, Title I Reading teacher at Emerson. Mrs. Amy Feinauer explains the Title I reading mentor program are fifth-grade mentors helping first through third-grade readers. Title I teachers, Mrs. Feinauer and Mrs. Cicalo along with four paraprofessionals work together to help student mentors get everything they need to mentor the readers to become the best they can be. Success stories from the program were shared, including a letter from a student expressing gratitude for his reading buddy.

Mrs. Amanda Rowell, Principal, introduced Beth Hutchinson and Rachel Nidiffer who have been coaching the Girls on the Run program for three years. The Girls on the Run program is an empowerment organization that inspires participants to be joyful, healthy and confident, using evidence-based lessons that combine relationships, building community strengthening, goal setting and physical movement. Mrs. Beth Hutchinson described the program's goals, including empowering girls through relationships, teamwork and goal setting. The Girls on the Run participants are preparing for a 5K at MSU in May. The program also addresses topics like

bullying, problem-solving, and emotional management. There are currently 22 participants in the program.

President Webster thanked the participants and mentors for their contributions to the program.

Student Representative, Page Davis provided an update on various activities at the high school, including the pasta culinary competition, spirit week, and spring break plans. The OHS drama club is preparing for a pro wrestling-themed fundraiser on Friday, April 11th. The class of 2028 raised money for their senior year. Prom is all set and will be April 26th at the Golden Glow in St. Charles. The National Honor Society inducted 17 new sophomores into their club and elected the 2025-2026 Board. All three high school bands earned first division gradings at the MSBOA Festival. The OHS FFA chapter had a successful State Conference at MSU with over 20 students receiving state awards. The OHS skills teacher will attend a state conference in April with six students attending as competitors. The boys' varsity swim team won the conference championship, and the OHS Student Government donated \$2,500 to the Toys for Tots foundation.

Board Correspondence

Dr. Dwyer, Curriculum Director, provided an update in place of the Superintendent, highlighting several important district activities and achievements. Over the past few weeks, community facility meetings have been held to gather feedback for upcoming improvements. In addition, track athletes visited elementary schools, and a baseball camp hosted 29 students from grades 3-8, who had the opportunity to work with JV and Varsity baseball teams. The Owosso High School Boys Swim Team recently won a Conference Championship, with four swimmers qualifying for the state competition. Although they were scheduled to attend tonight's meeting with Coach Binger, many of the athletes are now involved in spring sports.

Owosso High School also celebrated a successful trip to Disney World, where the Trojan Marching Band represented the school and community from March 20-25. On March 17, 17 students were inducted into the National Honor Society, and Danica Dwyer set several records in girls' basketball, including surpassing the 1,000-point mark—an impressive milestone. The FFA State Conference saw multiple awards for OHS students, while seven seniors committed to continue their athletic careers at the collegiate level. Other noteworthy achievements include 5 bands between OMS/OHS earned straight ones at the MSBOA festival and the swim team winning the conference championship.

At Owosso Middle School, the band and choir festivals were a success, with both receiving straight I ratings. The 8th Grade Career Expo at the College and Career Readiness Center also went well. OMS hosted a successful Volleyball event, raising funds for the Humane Society, and the 8th Grade Quiz Bowl team won first place, defeating Flushing. Additionally, Mr. Wright's Culinary Trojan Time organized a "Food Truck Throwdown," where students researched, planned, and prepared dishes, judged by a panel. The winners, Sophie Fox and Bella Wright, created Peruvian Ceviche and Gouda Mac-n-Cheese.

Lincoln High School sent 10 student representatives to Lansing on March 20th for the MAEO Legislative Day, where they advocated for alternative schools and participated in team-building activities. LHS will host its third and final blood drive of the year on March 27th. The Service Learning class at Lincoln is progressing with the school's green certification, working on composting options and a community garden on the west side of the building.

Central Elementary has hosted several guest readers for March is Reading Month, including sports teams, liaison officers, and a city council member. Their third-grade concert on March 20th was a great success, and the Great Lakes dental bus provided much-needed dental care to students. Bryant Elementary celebrated the end of March is Reading Month with an assembly, featuring a bike giveaway sponsored by Kiwanis. Varsity Baseball and Football players visited classrooms to share their favorite books and discuss the importance of being an Owosso Trojan. Fifth graders are preparing for their exhibition projects, which will be presented this Friday, March 21st, and a trip to Hartley is scheduled for March 26th-28th. Bryant students will also benefit from additional visits from the dental bus.

Emerson Elementary has enjoyed a month of guest readers and held a successful Bingo for Books event on March 20th, with record attendance. Their school assembly on March 28th will include another bike giveaway. Fifth-grade exhibition projects are well underway, with students presenting to peers during lunch and organizing bake sales to address global issues. Bentley Bright Beginnings has been active with PTO events, guest readers for March is Reading Month, and a field trip to the Flint Children's Museum. Their staff also received support from Home Field Michigan Real Estate Consultants, who sponsored the "Treat Trolley" for staff.

In transportation news, Owosso Bus Drivers completed a 6-hour Continuing Education class on March 8th, staying current on industry updates and safety procedures. Food Service is preparing for the summer food program and has ordered over \$60,000 in new kitchen equipment to improve efficiency. With spring testing season approaching, the technology team has been working to ensure devices and software are ready for a smooth testing experience. Testing will take place on April 9th and 10th, with Lincoln High School participating in one half-day of testing while the other half-day will be used for a field trip. Dr. Dwyer concluded with the second round of literacy pilots is underway, with teachers now implementing new materials in classrooms. After these pilots, feedback will be gathered, and a recommendation for literacy materials will be presented to the Board of Education in May.

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

For Action

President Webster explained to the Board that the February 26, 2025, Board of Education, regular meeting minutes and the March 12, 2025, Board of Education Committee of the Whole meeting minutes will be separated from the other items on the consent agenda and will be voted on separately, as there were corrections to those minutes that are at place. This was brought forward this morning by a Board member of the needed correction.

For February 26, 2025, Board of Education meeting minutes at place, there is an added paragraph on the last page. It is a paragraph that was following a student hearing, and it was not noted in the original set of minutes that Treasurer, Quick abstained due to a conflict, and that has been added now. There were also some absent board members, which has been noted. This has now been corrected in the At Place minutes.

- Moved by Quick, supported by Ochodnicki, to approve February 26, 2025, Regular Meeting Minutes (at place), as amended. Motion carried unanimously.

For the March 12, 2025, Committee of the Whole Meeting minutes, the first paragraph has been stricken. What was missing is a motion to table the decision that was made by the Committee of the Whole. The Committee of the Whole voted on the motion, which failed. This was not included in the original minutes but has been corrected and is in the amended March 12, 2025, Committee of the Whole meeting minutes at place.

- Moved by Ochodnicki, supported by Easlick to approve the March 12, 2025 Committee of the Whole Meeting Minutes (at place), as amended. Motion carried unanimously.
- Moved by Mowen, supported by Easlick to approve February 26, 2025, Closed Session Minutes, Current Bills, and Financials as presented. Secretary Henne conducted a roll call vote. Ayes: Pappas, Quick, Henne, Webster, Ochodnicki, Easlick, and Mowen. Nays: None. Motion carried unanimously.

Dr. Dwyer presented the proposal for phase one of the Ag barn project, including site preparation, excavation grading, cement work, and water supply. The project will be funded through the capital improvements fund, with no general funds or sinking fund dollars. The Board discussed the option of connecting to city water instead of installing a well, considering the potential cost and reliability. Dr. Dwyer presented two options to the Board, the first option would be to approve the bid as is, with the understanding that a change order would be coming to change the water supply connection once we receive that. The second option would be to approve the bid without the well, so the total cost would be reduced by \$40,000 and approve the water supply at a separate later date. The recommendation to the Board, along with Spicer's recommendation, is to move forward with the bid without the well reducing the total cost by \$40,000, which allows us to move forward with site work as soon as possible.

- Moved by Mowen, supported by Easlick, with option two to authorize the Superintendent

to approve the bid of SP Powell Sand and Soil, without the well, to proceed with essential site work, ensuring the timely completion of the project in support of the agriculture program. This will allow Spicer Group to collaborate with SP Powell on a change order for the water source. This change order will be presented for Board approval in April. The bid of SP Powell Sand and Soil of \$192,444.00 would be reduced by \$40,000 without the well. After receiving five bids, SP Powell Sand and Soil submitted the lowest bid. To confirm the contractor's qualifications and experience were aligned with the project's requirements, the district worked closely with Spicer Group to assess SP Powell's past work and credentials. Following this thorough evaluation, SP Powell was deemed fully capable of successfully executing the project. Secretary Henne conducted a roll call vote. Ayes: Pappas, Quick, Henne, Webster, Ochodnick, Easlick, and Mowen. Nays: None. Motion carried unanimously.

For Future Action

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

For Information

Dr. Dwyer announced the following personnel changes:

Accepted Positions

Jordan Lanning has accepted the Sub Custodian position.

Harper Newell has accepted the Paraprofessional position at OMS.

Dannielle DeFrenn has accepted the Sub Custodian position.

Resignations

Kelly Kline, Paraprofessional at Central has resigned effective March 21, 2025.

Dave Jelinek, Monitor at OMS has resigned effective March 3, 2024.

Jessica Maginity, OHS Choir Teacher has resigned effective June 9, 2025.

Emily Lobb, OMS Teacher has resigned effective the end of the 24/25 school year.

Retirements

Connie Tew, Paraprofessional at OMS has retired effective February 10, 2025.

Public Participation

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The following participants addressed the Board:

None

Board Comments

Trustee Mowen acknowledged the successful basketball season of the Lincoln Knights, as they brought home some nice trophies. Trustee Mowen also acknowledged the students from Emerson and Central Elementary, as the Celebrate Kids portion is always a highlight of the meeting. Welcomed the Trojan Marching Band back from the Florida trip to Disney. Our students are well recognized by Disney personnel for their talents and abilities. This speaks well of our overall programs, as well as the ones that have performed there in the past. Trustee Mowen welcomed the Athletic Director/OHS Assistant Principal, Mr. Nick VanDuser. Congratulations to Hannah Hart on all of her achievements. Expressed appreciation to the Emerson Administration and teachers for all they are doing with the reading program and the Central Girls on the Run program. Gratitude to Paige Davis for keeping us updated on the happenings at Owosso High School.

President Webster acknowledged the well-behaved children in the audience. Parent introduced himself as Benjamin Crydeman and wife Katherine. He acknowledged he missed the opportunity to speak during public participation, but asked President Webster if he could address the Board. President Webster granted his request and proceeded to express thanks for his comments and bringing the children to the board meeting. They are beautiful.

Trustee Pappas, everything was well said, and he had nothing to add.

Treasurer Quick, so many great things in our district and the kids speaking tonight. Acknowledged the students coming up and speaking before the board and a lot of credit for the great job they did. It is incredible at MSBOA competition to hear the kids and directors talk about how incredible our facility is, and we are a preferred site.

Secretary Henne reported he had the opportunity to attend one of the community sessions for the facilities upgrades. He was impressed with the program that was put together and presented to the community. There will also be a survey coming out for community members who did not have an opportunity to attend the community meetings, giving them an opportunity to provide feedback.

Vice-President Ochodnicky, Mr. Brooks presented to the Kiwanis on the facilities upgrade. It was well received. Including the community and allowing them to provide feedback on projects is very key and went well.

Trustee Mowen reiterated that the Owosso Public Schools is a community school and a beautiful Performing Arts Center (PAC) that is used by the district and it is nice to see the community also use the PAC.

Meeting Updates:

- April 9: Board of Education Committee of the Whole Meeting, 5:30PM, Wrought Iron Grill
- April 23: Board of Education Regular Meeting, 5:30PM, Washington Campus Gymnasium
- May 14: Board of Education Committee of the Whole Meeting, 5:30PM, Washington Campus Conference Room 112

Important Upcoming Dates:

March 28: Half Day for All Students: Teacher Work Day (optional)

March 31-April 4: No School: Spring Recess

April 11: Bryant Family Fun Night, 5:00PM, Bryant School

April 15: OHS Talent Show, 7:00PM, PAC

April 16: OHS Blue & Gold Banquet/Starfish Awards, 7:00PM, PAC

April 18: No School, Good Friday

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

April 29: OHS Band Concert, 7:00PM, PAC

Adjournment

Moved by Mowen, supported by Quick, to adjourn at 6:27 p.m. Motion carried unanimously.

Minutes recorded by Bev White

Respectfully submitted,

Nick Henne, Secretary

April 9, 2025 Board of Education Committee Meeting Minutes

**OWOSSO PUBLIC SCHOOLS
Board of Education
Committee of the Whole Meeting
April 9, 2025
Report 24-113**

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 Wrought Iron Grill, 317 S Elm St #201, Owosso, MI, 48867.

Pledge of Allegiance

Board Workshop- Working as an Effective Governance Team

Debbie Stair, Assistant Director of Leadership Development for the Michigan Association of School Boards (MASB), led an engaging and insightful workshop on strengthening governance practices and enhancing strategic planning. She began by expressing gratitude to the board for welcoming her back and shared her extensive experience with MASB and her personal background as a board member in her own district.

To kick off the workshop, Debbie distributed a board profile sheet for members to review and update their information. She then emphasized the critical role that strong relationships play in effective board governance, setting the tone for a collaborative atmosphere. She led a spring-themed icebreaker to facilitate this, encouraging members to select an image that best represented their current mood. This activity sparked self-reflection, provided an opportunity for personal sharing, and helped members connect on a deeper level. Debbie highlighted that such informal activities are essential for building strong relationships within the board. While differing opinions are inevitable, fostering these connections establishes a foundation of trust, enabling the team to collaborate effectively during challenging times. When board members work together, even amidst disagreements, they can remain united in their mission.

The session transitioned into deeper self-reflection as Debbie introduced the Forming-Storming-Norming-Performing model for the board to review. Members took time to reflect on where they see the board currently functioning along that model and shared their perspectives with one another. This activity prompted honest dialogue about team dynamics, strengths, and areas for growth.

The session shifted to a discussion on the board's current strategic plan, which is set to expire this year. The group acknowledged the need for a more comprehensive and inclusive planning process moving forward—one that incorporates broad community engagement and aligns with the superintendent's goals. Debbie recommended that the board explore potential facilitators and begin the process in early 2026 to ensure the use of fresh perception data. The board also

discussed integrating the upcoming bond issue into the new strategic plan, emphasizing the importance of aligning it with long-term district goals and acting promptly to avoid rising costs.

Debbie then led the board through a thoughtful discussion on governance roles and responsibilities. She clarified the distinction between governance and management, emphasizing the board's role in supporting the superintendent, setting policy, and monitoring progress while resisting the urge to micromanage. Using real-world examples, particularly around budgeting and hiring, she reinforced the board's responsibility to ask informed questions and trust the administrative team to lead day-to-day operations.

Communication and transparency were recurring themes throughout the session. The board reviewed best practices for transparent and respectful communication internally and with the community. Debbie stressed the importance of asking thoughtful questions ahead of meetings, managing social media presence with care, and maintaining open lines of communication to foster trust. The workshop also addressed the need for regularly reviewing board norms and protocols. Participants recommended a biannual review cycle and suggested formalizing orientation and communication procedures to ensure consistency for all board members. Additionally, there was a focus on managing community concerns and clarifying protocols for board member visits to schools and district offices.

The conversation turned to the importance of trust and transparency within the board. It was acknowledged that even minor breakdowns in trust can have lasting effects, so it's critical to continually assess the board's effectiveness. Acknowledging areas for improvement and addressing conflicts constructively are essential steps toward becoming a stronger, more cohesive team. The board explored how its dynamics and approach to governance have evolved, particularly in light of external factors such as the political climate and social media. These factors have increasingly influenced board discussions, making focusing solely on the district's needs more challenging. The formalization of communication, driven by concerns about Open Meetings Act violations, has led to potential gaps in understanding, which some members expressed concern about. Some members suggested that more frequent meetings might be necessary to address the district's growing complexities, including the upcoming bond issues.

The need for more transparent communication processes was underscored, particularly regarding how information is gathered and shared. Members agreed that improving internal communication would help ensure alignment on district goals. The importance of a unified purpose was highlighted, with a shared commitment to prioritize the district's and its students' best interests.

The discussion on governance roles reinforced the importance of clarity regarding the superintendent's role and how the board interacts with them. The superintendent's responsibility is to serve the unified board, not individual members. The board must focus on strategic planning and ensuring that the district's long-term goals are aligned, while the superintendent is held accountable for executing those plans. Clear governance boundaries were emphasized, particularly in staffing and hiring decisions. Board members should focus on policy oversight, while daily operations remain the superintendent's responsibility. The board can ensure effective governance focused on long-term objectives by placing trust in the superintendent and administration.

As the workshop concluded, the board affirmed its commitment to effective governance, community engagement, and collaboration with the superintendent. Members expressed their appreciation for Debbie's insights and agreed to explore the next steps in strategic planning and facilitator selection.

Superintendent Brooks provided an update on the transition to Thrun policies, highlighting the benefits of their responsiveness to recent executive orders and legislative changes. Thrun has been making legal adjustments swiftly—often within weeks. This efficiency has proven to be a significant advantage, and the decision to switch has already shown clear benefits.

So far, three policy series have been completed. Only the 4000 series, which focuses on Human Resources, and the 5000 series, which covers Instruction, remain. Once those are finalized, the district will be able to adopt the complete policy set. While Thrun will issue another round of updates in June, only minor revisions are expected.

Once the remaining policies are finalized, we'll adopt the updated employee and student handbooks, a process Bev has been leading. All handbooks—including those for the high school, middle school, Lincoln, Emerson, Bryant, and Bentley Bright Beginnings—are in the final review stages with building principals. Bev has done an outstanding job aligning the handbooks with the new Thrun policies, pulling in the required legal language, and formatting everything for clarity.

The employee handbook is complete and fully aligned with the new policy series. All student handbooks are nearly finalized and ready for approval as soon as the policies are adopted. Ideally, we can approve both at the same time. Handbooks cannot be formally adopted until the updated policies are approved. A few sections, such as the cell phone policy, may require specific board input before finalization. Once the policies are in place, we'll move forward with handbook approval.

All handbooks will be distributed digitally only. Each one includes hyperlinks that connect policy references directly to the board policy for easy access by families. The finalized versions will be sent out as soon as they're ready. The high school handbook is over 100 pages—primarily due to legal content—but overall, the structure and language are solid and aligned.

Superintendent Brooks shared that the County Board Dinner, initially scheduled for April 15, may be rescheduled to April 29 due to low attendance. As of this afternoon, only six individuals have RSVP'd. He stated he would have a final answer tomorrow morning. He will send a quick group text with the update if the date changes. If it remains on the 15th, Rick and he will still attend and bring back any vital information to share.

Lastly, the Board reviewed the current progress on facility planning and the upcoming bond initiative. Superintendent Brooks shared that on April 9, the district launched a community-wide facilities survey through SchoolMessenger, Facebook, and the district website. The survey includes 25 proposed projects from Clark and Spicer, each accompanied by cost estimates and priority ratings. By 5 p.m. on April 10, just 24 hours after its launch, over 400 responses had

already been received. The survey will remain open until Tuesday, April 16, and staff have also been invited to participate, ensuring their input is included in the data set.

In addition to the digital survey, Superintendent Brooks led 12 in-person community meetings to present the same information and facilitate in-depth discussions. The early feedback from these meetings and the survey responses has been highly valuable. With a goal of gathering at least 700 responses, the district is on track to exceed that target. While all proposed projects cost around \$66 million, the district targets a bond closer to \$35 million. Dave Warner from Clark will analyze the data and present a summary to the Board on April 23, which will be instrumental in guiding the prioritization of projects.

The Board acknowledged the urgency of addressing deferred maintenance and the potential risk of escalating costs if the bond is delayed. There was also a strong emphasis on the need for continued public education regarding the zero-millage bond proposal. The role of public relations staff in addressing misinformation and ensuring the public has accurate information was also highlighted as a critical part of the effort.

Public Participation

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None

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- April 16: OHS Blue & Gold Banquet/Starfish Awards, 7:00PM, PAC
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- April 26: OHS Prom, 6:00PM, Golden Glow in St. Charles

- April 29: OHS Band Concert, 7:00PM, PAC

Adjournment

Moved by Pappas, supported by Ochodnicky, to adjourn at 7:56 p.m. Motion carried unanimously.

Minutes recorded by Stephanie Goetzinger.

Respectfully submitted,

Nick Henne, Secretary

Current Bills

OWOSSO PUBLIC SCHOOLS
EXPENDITURE REPORT
3/19/2025-4/13/2025
REPORT 24-114

CHECK RUN ACTIVITY BY FUND

GENERAL FUND	\$769,014.54
SERVICE FUND	\$140,216.51
SINKING FUND	\$2,892.00
BOND FUND	\$0.00
CAPITAL PROJECTS	\$0.00
CHECK RUN TOTAL	\$912,123.05

DRAW FROM ACCOUNT

GORDON FOOD SERVICE PAYMENT (03/27/2025)	\$ 8,671.71
GORDON FOOD SERVICE PAYMENT (04/10/2025)	\$ 4,806.76
CONSUMERS ENERGY PAYMENT (04/11/2025)	\$ 49,325.29
	\$ 62,803.76

CREDIT CARD ACTIVITY BY FUND (03/5-4/4/25)

GENERAL FUND	\$ 19,607.16
SERVICE FUND	\$ 642.00
ORGANIZATIONAL FUND	\$ 1,109.87

CREDIT CARD TOTAL \$ 21,359.03

PAYROLL AND STABILIZATION DRAWS

PAYROLL (#20) 03/28/2025	\$ 1,186,698.13
PAYROLL (#21) 04/11/2025	\$ 1,037,771.64
	\$ 2,224,469.77

GRAND TOTAL
\$ 3,220,755.61

[https://owossok12mi-my.sharepoint.com/personal/goetzingers_owosso_k12_mi_us/Documents/Attachments/\[APRIL B](https://owossok12mi-my.sharepoint.com/personal/goetzingers_owosso_k12_mi_us/Documents/Attachments/[APRIL B)

Check #	Date	Run	Vendor	Name	Invoice Description	Amount
110363	03/24/2025	1	000278	APPLEBEE OIL COMPANY	Propane Fuel - Bus #8	306.56
110364	03/24/2025	1	000676	ARROWHEAD MEDICAL, LLC	Trainer Supplies	432.89
110365	03/24/2025	1	003528	BIO CORPORATION	OMS/SCIENCE/MURRAY	1,016.44
110366	03/24/2025	1	000560	BLICK ART SUPPLY	EM/SEIBEL	497.41
110367	03/24/2025	1	000271	BP ENERGY RETAIL COMPANY LLC	Natural Gas - OHS	17,306.03
110368	03/24/2025	1	003369	CULLIGAN OF OWOSSO	Water	39.00
110369	03/24/2025	1	001500	DEMCO INC.	MEDCTR/WALDORF/SUPPLIES	92.94
110370	03/24/2025	1	005186	DEVRIES NATURE CONSERVANCY	Lincoln Field Trip	150.00
110371	03/24/2025	1	009063	ESS MIDWEST INC	BBB Staffing	55,472.38
110372	03/24/2025	1	002109	HARRIS ELECTRIC	Electrical Work at OHS	2,215.02
110373	03/24/2025	1	008819	HC RYAN	Tax Forms	158.81
110374	03/24/2025	1	006946	HOLLAND BUS COMPANY	Repairs	1,739.27
110375	03/24/2025	1	000069	HUTSON INC	Supplies	14.38
110376	03/24/2025	1	000156	IXL	EM/WERTZ	1,119.00
110377	03/24/2025	1	008220	J & H OIL CO.	Fuel February 2025	9,213.31
110378	03/24/2025	1	008292	KONICA MINOLTA BUSINESS SOLUTION	Lease	1,969.39
110379	03/24/2025	1	000903	LOVELESS, STEPHANIE	Science Supplies Reimbursement	8.96
110380	03/24/2025	1	002733	MEMORIAL HEALTHCARE	James Griffin	141.50
110381	03/24/2025	1	100107	MHSAA	Noah Jacobs - CAP 1 & 2	180.00
110382	03/24/2025	1	002503	NIDEFSKI, RICHIENE	Sams Club Membership Reimbursement	110.00
110383	03/24/2025	1	007851	OREILLY AUTOMOTIVE INC	Vehicle Repair Supplies	13.98
110384	03/24/2025	1	100030	OWOSSO PUBLIC SCHOOLS	OHS Merch	65.00
110385	03/24/2025	1	000397	POYNER, AARON	Culinary Supplies Reimbursement	652.00
110386	03/24/2025	1	005420	SCHOOL SPECIALTY LLC.	EM/CICALO	222.64
110387	03/24/2025	1	005625	SHIAWASSEE RESD	Nurses and Edustaff Bill 021625-030125	20,082.59
110388	03/24/2025	1	008766	SONITROL	Tech Services	160.00
110389	03/24/2025	1	003911	SPIELMAN, BRIDGIT	K Registration Supplies Reimbursement	54.00
110390	03/24/2025	1	101518	ST. JOHNS HIGH SCHOOL	Boys Golf Entry Fee 051525	250.00
110391	03/24/2025	1	100138	STATE OF MICHIGAN	Boiler Inspection Fees	85.00
110392	03/24/2025	1	008301	STINSON, GUNNAR	February Mileage Reimbursement	337.51
110393	03/24/2025	1	000906	SVSU Track	Entries for 031925	400.00
110394	03/24/2025	1	002534	TIRE FACTORY	Supplies	110.00
110395	03/24/2025	1	000799	TYLER TECHNOLOGIES, Inc.	Software Training	11,441.00
110396	03/24/2025	1	008974	VIC BOND FLINT	Supplies - Plumbing	9.30
110397	03/24/2025	1	007788	WAKELAND OIL	Operations Fuel February 2025	1,223.69
110398	03/24/2025	1	000383	WENZLICK, JULIE	Presentations/Author Visits	550.00
110399	03/24/2025	1	008846	WOLVERINE HARDWOODS, INC.	OHS Woodworking Supplies	2,032.30

Check #	Date	Run	Vendor	Name	Invoice Description	Amount
110403	03/28/2025	1	000252	ADN ADMINISTRATORS INC	Set-Seg Dental Acct Funds Replenishment	1,172.90
110404	03/28/2025	1	000909	Agnew, Charles	031325-031625 Mileage Reimbursement	134.40
110405	03/28/2025	1	008869	ALLSTAR TOWING & REPAIR	Towing Bus #17	300.00
110406	03/28/2025	1	008674	BAKER COLLEGE	Adult Ed Purchased Services 070124-113024	52,727.00
110407	03/28/2025	1	003864	BINGER, MARCY	State Swim Trip Reimbursement	822.38
110408	03/28/2025	1	006202	BSN SPORTS LLC	Boys Track Uniforms	5,157.87
110409	03/28/2025	1	000810	CAROLINA BIOLOGICAL SUPPLY CO.	LAB SUPPLIES	491.70
110410	03/28/2025	1	001197	CLEVENGER, DEB	CPR/AED Cert for 43 Participants	1,505.00
110411	03/28/2025	1	006588	DAYSTARR COMMUNICATIONS	Telephone	424.56
110412	03/28/2025	1	008658	EPS SECURITY	Service Call - OHS	209.68
110413	03/28/2025	1	009063	ESS MIDWEST INC	OHS Wrestling Coach	26,671.86
110414	03/28/2025	1	000904	Galeziewski, Cari	Author Visit	120.00
110415	03/28/2025	1	000387	GLASERS LUMBER	OHS Construction Supplies	1,398.00
110416	03/28/2025	1	005308	GROTH MUSIC	Recorders	419.47
110417	03/28/2025	1	100069	HEINEMANN	Take Home Bags	403.07
110418	03/28/2025	1	007955	HENDRICKSON, MICHAEL	February Mileage Reimbursement	415.80
110419	03/28/2025	1	102029	HOAG, ROBIN	OHS Supplies Reimbursement	60.92
110420	03/28/2025	1	000642	HUFFMAN, SHANNEN L	020325-022825 Mileage Reimbursement	29.40
110421	03/28/2025	1	008910	HURLEY OCCUPATIONAL HEALTH PROG	DOT Physical - Burnett	270.00
110422	03/28/2025	1	004730	J. W. PEPPER & SON INC.	OHS Vocal Music	484.75
110423	03/28/2025	1	000911	Jacobs, Noah	Mileage Reimbursement Cap 1 Training	247.80
110424	03/28/2025	1	005463	JOSTENS	Diplomas	457.90
110425	03/28/2025	1	100333	K-LOG INC	OHS/PARK/ART	1,208.31
110426	03/28/2025	1	004942	KLAPKO, GREG	031325-031625 Mileage Reimbursement	134.40
110427	03/28/2025	1	005455	KOENIG, BERNADETTE	020125 Cheer Scheduling Dues	60.00
110428	03/28/2025	1	102408	LANSING SANITARY SUPPLY INC.	Custodial Supplies - Emerson	105.81
110429	03/28/2025	1	001841	LINTNER, DALLAS	Conference Meals & Miles Reimbursement	316.21
110430	03/28/2025	1	006444	MATRIX TRUST COMPANY	022825 Payroll Deductions - Prev Lord Abbett	1,032.00
110431	03/28/2025	1	003780	MESSA	April 2025 Messa Insurance Admin	342,491.31
110432	03/28/2025	1	000835	Michigan State University-FFA	Delegate Registration	1,194.00
110433	03/28/2025	1	007158	MOMAR, INCORPORATED	SERVICE AGREEMENT FOR BOILER TREATME..	430.00
110434	03/28/2025	1	000910	Mt. Pleasant High School Athletics	Track Entry 042525	200.00
110435	03/28/2025	1	101267	NASSP	NHS Dues - Lintner	385.00
110436	03/28/2025	1	006384	OVID-ELSIE AREA SCHOOLS	Golf Entry Fee 051225	275.00
110437	03/28/2025	1	100030	OWOSSO PUBLIC SCHOOLS	Postage	48.30
110438	03/28/2025	1	100147	PERRY PUBLIC SCHOOLS	Golf Entry 042625	220.00
110439	03/28/2025	1	007853	PIONEER VALLEY BOOKS	Phonics Launch Ready Set Go Lesson Plans	1,320.00

Check #	Date	Run	Vendor	Name	Invoice Description	Amount
110440	03/28/2025	1	000323	ROTARY CLUB OF OWOSSO	March Dues & Meals - Brooks	242.00
110441	03/28/2025	1	003608	RUGENSTEIN, CARRIE	Basketball Food Reimbursement	385.86
110442	03/28/2025	1	005420	SCHOOL SPECIALTY LLC.	OMS/ART/HORN	262.09
110443	03/28/2025	1	100017	SET-SEG	Set-Seg Insurance - Admin	4,781.69
110444	03/28/2025	1	005363	SHATTUCK SPECIALTY ADVERTISING	Lincoln High School Banner	600.00
110445	03/28/2025	1	005625	SHIAWASSEE RESD	Professional Development Fees	21,873.95
110446	03/28/2025	1	005428	SKILLS USA	Conference Fees	190.00
110447	03/28/2025	1	000908	Spectrum Reach	Advertising	2,947.29
110448	03/28/2025	1	003911	SPIELMAN, BRIDGIT	Thank You Gifts, Office Supplies - Reimbursement	121.40
110449	03/28/2025	1	000863	The Writing Revolution	Advanced Thinking Through Writing Winter Series	840.00
110450	03/28/2025	1	100267	UNUM LIFE INSURANCE	Unum Insurance - Admin	2,859.49
110451	03/28/2025	1	000530	US OMNI & TSACG COMPLIANCE SERVICES	Plan Admin Fee February 2025	113.88
110452	03/28/2025	1	000901	US Workvan Inc.	Liftgate	490.50
110453	03/28/2025	1	001206	VERIZON	Telephone	181.16
110454	03/28/2025	1	008974	VIC BOND FLINT	Supplies - Plumbing	335.42
110461	04/11/2025	1	008901	BASGALL, JAKE	March Mileage Reimbursement	155.42
110462	04/11/2025	1	101271	CENTRAL MICHIGAN PAPER COMPANY	OHS/MATH SUPPLIES	393.85
110463	04/11/2025	1	001050	CITY OF OWOSSO	Officers	51,930.74
110464	04/11/2025	1	003369	CULLIGAN OF OWOSSO	OHS Water	46.00
110465	04/11/2025	1	009019	DIGNAN, THOMAS	February Mileage Reimbursement	347.32
110466	04/11/2025	1	000913	Easlick, Sarah	031325-031625 Mileage Reimbursement	134.40
110467	04/11/2025	1	000364	ELLSWORTH, HEIDI	Math Supplies Reimbursement	24.65
110468	04/11/2025	1	000914	Erfourth, Voula	031325-031625 Mileage Reimbursement	134.40
110469	04/11/2025	1	009063	ESS MIDWEST INC	BBB Staffing	24,609.55
110470	04/11/2025	1	101944	GOPHER SPORTS	OHS/PE SUPPLIES	1,993.80
110471	04/11/2025	1	005308	GROTH MUSIC	EM/SEIBEL	242.29
110472	04/11/2025	1	005373	HANKINS, MARY	Conf & Meal Reimbursement	261.89
110473	04/11/2025	1	006946	HOLLAND BUS COMPANY	Harness Repair	900.05
110474	04/11/2025	1	003436	IDN HARDWARE SALES, INC.	Supplies	91.28
110475	04/11/2025	1	008220	J & H OIL CO.	Fuel March 2025	10,631.39
110476	04/11/2025	1	004730	J. W. PEPPER & SON INC.	OHS Band Supplies	3,190.88
110477	04/11/2025	1	006244	JUNIOR LIBRARY GUILD	OMS Library Subscription	2,415.41
110478	04/11/2025	1	008359	KINECT ENERGY INC.	Energy Mgmt Fee - April 2025	315.00
110479	04/11/2025	1	008292	KONICA MINOLTA BUSINESS SOLUTION	Print Shop	2,902.38
110480	04/11/2025	1	102408	LANSING SANITARY SUPPLY INC.	Custodial Supplies - Emerson	16,201.31
110481	04/11/2025	1	008676	MAEO STARS	MAEO Stars Spring Competition Registration	767.00
110482	04/11/2025	1	008965	MATH RECOVERY	Cards	4,206.00

Check #	Date	Run	Vendor	Name	Invoice Description	Amount
110483	04/11/2025	1	000912	MEYER, ANNA	Art Supplies & Pizza Party Reimbursement	77.43
110484	04/11/2025	1	002743	MORRICE AREA SCHOOLS	MV Shared Cost	46.20
110485	04/11/2025	1	008554	OWOSSO BAND BOOSTERS	Honors Band Reimbursement	140.00
110486	04/11/2025	1	100030	OWOSSO PUBLIC SCHOOLS	New Teacher Mid-Year	1,066.00
110487	04/11/2025	1	007853	PIONEER VALLEY BOOKS	Supplies	9,435.00
110488	04/11/2025	1	000106	POMP'S TIRE SERVICE	Tires	1,966.60
110489	04/11/2025	1	002661	SATA	One-way trips in March 2025	85.50
110490	04/11/2025	1	005420	SCHOOL SPECIALTY LLC.	OHS/SUPPLIES	4,392.19
110491	04/11/2025	1	005363	SHATTUCK SPECIALTY ADVERTISING	Supplies for Bentley Events	1,580.58
110492	04/11/2025	1	005600	SHERWIN-WILLIAMS COMPANY	Supplies - OHS	65.34
110493	04/11/2025	1	100138	STATE OF MICHIGAN	Boiler Inspection Fees	755.00
110494	04/11/2025	1	008301	STINSON, GUNNAR	Conference Reimbursement	148.24
110495	04/11/2025	1	002623	TASC-CLIENT INVOICES	FSA Administration Fees 050125-053125	364.80
110496	04/11/2025	1	000235	TECHNICAL BUILDING AUTOMATION INC	Repairs - Emerson	2,218.05
110497	04/11/2025	1	006230	THRUN LAW FIRM, P.C.	Legal Services - General	523.50
110498	04/11/2025	1	000799	TYLER TECHNOLOGIES, Inc.	Software Training	1,025.00
110499	04/11/2025	1	000404	ULLIANCE INC	Life Advisor Employee Asst Program 2025 2nd QT..	2,837.16
110500	04/11/2025	1	004269	UNITED STATES POSTAL SERVICE	Post Office Box Renewal - 340	436.00
110501	04/11/2025	1	000795	Vibrissa School of Cosmetology LLC	OHS - Cosmetology	2,013.99
110502	04/11/2025	1	008974	VIC BOND FLINT	Supplies - Plumbing	2,146.00
110503	04/11/2025	1	007985	WATSON, JOE	March Mileage Reimbursement	447.48
110504	04/11/2025	1	006845	WIN'S CORPORATE OFFICE	Supplies - Electrical	307.44
110505	04/11/2025	1	007110	WINDMILL PRO-PAINT LLC	Body and Bumper Repair on Bus	4,225.50
110506	04/11/2025	1	001063	YOUNG CHEVROLET	2016 Chevy Silverado Repairs	1,374.70

Total of All Checks 769,014.54

Less Voids 0.00

Grand Total 769,014.54

Check Summary

Check Status	Count	Amount
Open	135	769,014.54
Cleared	0	0.00
Void	0	0.00
Total	135	769,014.54

Check #	Date	Run	Vendor	Name	Invoice Description	Amount
008794	03/20/2025	1	007224	BUKOVICK, ELIZABETH	February Mileage Reimbursement	35.70
008795	03/20/2025	1	003807	PRAIRIE FARMS DAIRY	Food	5,706.36
008796	03/20/2025	1	008854	VAN EERDEN FOOD SERVICE COMPANY	Food & Paper	38,202.47
008798	03/27/2025	1	000686	Amazon Capital Services	Supplies - Food Service	27.99
008799	03/27/2025	1	000240	AMERICAN SPEEDY PRINTING CENTERS	Lunch Schedule	255.00
008800	03/27/2025	1	005058	FD HAYES ELECTRIC CO.	Electric Services	1,832.70
008801	03/27/2025	1	000619	FLINT FRESH MOBILE MARKET	Food	1,221.00
008802	03/27/2025	1	002109	HARRIS ELECTRIC	Electrical Work - Food Service	819.34
008803	03/27/2025	1	000341	HARTMAN, JOY	February Mileage Reimbursement	216.94
008804	03/27/2025	1	003780	MESSA	April 2025 MESSA Insurance Food Service	2,678.24
008805	03/27/2025	1	003807	PRAIRIE FARMS DAIRY	Food	4,161.82
008806	03/27/2025	1	100017	SET-SEG	Set-Seg Insurance - Food Service	199.27
008807	03/27/2025	1	100267	UNUM LIFE INSURANCE	Unum Insurance - Food Service	45.50
008808	03/27/2025	1	008854	VAN EERDEN FOOD SERVICE COMPANY	Food & Paper	38,532.62
008809	03/27/2025	1	007788	WAKELAND OIL	Food Service Fuel February 2025	204.15
008815	04/11/2025	1	000686	Amazon Capital Services	Supplies - Food Service	160.41
008816	04/11/2025	1	000240	AMERICAN SPEEDY PRINTING CENTERS	Lunch Menus	255.00
008817	04/11/2025	1	000619	FLINT FRESH MOBILE MARKET	Food	1,390.00
008818	04/11/2025	1	003807	PRAIRIE FARMS DAIRY	Food	11,931.74
008819	04/11/2025	1	000046	RYAN'S REFRIGERATION LLC	Supplies	1,327.00
008820	04/11/2025	1	005610	SHIAWASSEE COUNTY HEALTH DEPT.	Food Service License Renewal	3,154.00
008821	04/11/2025	1	000901	US Workvan Inc.	Liftgate	6,419.40
008822	04/11/2025	1	008854	VAN EERDEN FOOD SERVICE COMPANY	Food & Paper	21,439.86

Total of All Checks 140,216.51

Less Voids 0.00

Grand Total 140,216.51

Check Summary

Check Status	Count	Amount
Open	23	140,216.51
Cleared	0	0.00
Void	0	0.00
Total	23	140,216.51



Check Register

Owosso Public Schools

Bank Account SF_1, From 03/19/2025 to 04/13/2025

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Check #	Date	Run	Vendor	Name	Invoice Description	Amount
601053	04/10/2025	1	001274	SPICER GROUP INC.	Professional Services	2,982.00
Total of All Checks						2,982.00
Less Voids						0.00
Grand Total						2,982.00

Check Summary

Check Status	Count	Amount
Open	1	2,982.00
Cleared	0	0.00
Void	0	0.00
Total	1	2,982.00

Financials

OWOSSO PUBLIC SCHOOLS
BOARD OF EDUCATION
April 23,2025
Report 24-115

25

Statement of Deposits and Investments
As of 03/31/25
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	\$ 1,543,010	\$ 44,894	\$ 41,494	\$ 0	\$ 86,670	\$ 1,716,068
Investments	13,142,508		3,742,207	7	4,310,450	21,195,173
Total Deposits and Investments	<u>\$ 14,685,518</u>	<u>\$ 44,894</u>	<u>\$ 3,783,702</u>	<u>\$ 7</u>	<u>\$ 4,397,120</u>	<u>\$ 22,911,241</u>
 Detail of Deposits and Investments						
Cash on hand	\$ 1,543,010	\$ 44,894	\$ 41,494	\$ 0	\$ 86,670	\$ 1,716,068
Petty Cash on hand	-	-	-	-	-	-
Total Cash on hand	<u>\$ 1,543,010</u>	<u>\$ 44,894</u>	<u>\$ 41,494</u>	<u>\$ 0</u>	<u>\$ 86,670</u>	<u>\$ 1,716,068</u>
Huntington Bank Savings Account		\$ -				\$ -
Mich Class Investment	13,142,508	-	3,742,207	7	4,310,450	21,195,173
Total Investments	<u>\$ 13,142,508</u>	<u>\$ -</u>	<u>\$ 3,742,207</u>	<u>\$ 7</u>	<u>\$ 4,310,450</u>	<u>\$ 21,195,173</u>
Total Deposits and Investments	<u>\$ 14,685,518</u>	<u>\$ 44,894</u>	<u>\$ 3,783,702</u>	<u>\$ 7</u>	<u>\$ 4,397,120</u>	<u>\$ 22,911,241</u>

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OWOSSO PUBLIC SCHOOLS
BOARD OF EDUCATION
April 23, 2025
Report 24-115

Combined Statement of Revenue, Expenditures, and Fund Balance
General, School Service, and Capital Project Funds
As of 03/31/25
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	4,293,511	(188,454)	96%	89,250	87,951	(1,299)	99%	148,750	173,430	24,680	117%
State sources	32,865,535	17,867,154	(14,998,381)	54%	182,111	182,567	456	100%	-	-	-	
Federal sources	1,943,448	1,841,328	(102,120)	95%	1,938,733	1,405,132	(533,601)	72%	-	-	-	
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	\$ 24,062,245	\$ (16,574,571)	59%	2,210,094	1,675,650	(534,444)	76%	148,750	173,430	24,680	117%
EXPENDITURES												
INSTRUCTION												
BASIC PROGRAMS:												
ELEMENTARY	\$ 8,507,345	\$ 5,017,846	(3,489,499)	59%								
MIDDLE SCHOOL	3,884,719	2,216,635	(1,668,084)	57%								
HIGH SCHOOL	4,653,474	2,858,517	(1,794,957)	61%								
ALTERNATIVE EDUCATION	590,540	331,657	(258,883)	56%								
PRESCHOOL	209,947	136,245	(73,702)	65%								
PRESCHOOL (MICHIGAN READINESS/START UP) GRANT	608,542	507,828	(100,714)	83%								
TOTAL BASIC PROGRAMS	\$ 18,454,567	\$ 11,068,729	\$ (7,385,839)	60%								
ADDED NEEDS:												
SPECIAL EDUCATION	\$ 4,022,692	\$ 2,468,156	\$ (1,554,536)	61%								
VOCATIONAL EDUCATION	722,054	442,841	(279,213)	61%								
AT RISK GRANT	2,154,775	1,375,637	(779,138)	64%								
ROBOTICS	17,126	8,727	(8,399)	51%								
EARLY LITERACY GRANT/LITERACY COACH GRANT,												
DATA COLLECTION	118,774	251,816	133,042	212%								
TITLE I GRANT, TAG FUNDING	989,022	537,192	(451,830)	54%								
ESSER GRANTS (ESSER II,III/ARP HOMELESS, AND 23B FUNDS)	703,129	1,126,053	422,923	160%								
CHILDCARE GRANTS, HRA GRANT, 310 GRANT	-	112,495	112,495									
STATE SAFETY,SRO, MENTAL HEALTH GRANTS	783,584	541,840	(241,744)	69%								
TOTAL ADDED NEEDS	\$ 9,511,156	\$ 6,864,757	\$ (2,404,655)	72%								
CONTINUING EDUCATION:												
ADULT EDUCATION	215,890	52,727	(163,163)	24%								
TOTAL CONTINUING EDUCATION	\$ 215,890	\$ 52,727	\$ (163,163)	24%								
TOTAL INSTRUCTION	\$ 28,181,613	\$ 17,986,212	\$ (9,953,657)	64%								
SUPPORTING SERVICES												
PUPIL SERVICES:												
GUIDANCE SERVICES	\$ 424,520	\$ 248,051	(176,470)	58%								
TOTAL PUPIL SERVICES	\$ 424,520	\$ 248,051	\$ (176,470)	58%								
INSTRUCTIONAL SERVICES:												
TITLE II, PART A AND TITLE IV, IDEA GRANT	\$ 113,968	\$ 68,234	(45,734)	60%								
IMPROVEMENT OF INSTRUCTION	961,672	156,105	(805,567)	16%								
MEDIA SERVICES	143,841	136,611	(7,231)	95%								
COORDINATION OF SERVICES	204,459	163,113	(41,346)	80%								
FAFSA Grant	9,000	1,104	(7,896)	12%								
ASSESSMENTS	46,588	-	(46,588)	0%								
TOTAL INSTRUCTIONAL SERVICES	\$ 1,479,529	\$ 525,168	\$ (954,361)	35%								
GENERAL ADMINISTRATION:												
BOARD OF EDUCATION	\$ 155,444	\$ 121,085	(34,359)	78%								
EXECUTIVE ADMINISTRATION	459,795	331,609	(128,186)	72%								
TOTAL GENERAL ADMINISTRATION	\$ 615,239	\$ 452,694	\$ (162,546)	74%								

OWOSSO PUBLIC SCHOOLS
BOARD OF EDUCATION
April 23, 2025
Report 24-115

Combined Statement of Revenue, Expenditures, and Fund Balance
General, School Service, and Capital Project Funds
As of 03/31/25
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	\$ 2,154,049	\$ (771,170)	74%								
TOTAL SCHOOL ADMINISTRATION	\$ 2,925,220	\$ 2,154,049	\$ (771,170)	74%								
BUSINESS SERVICES:												
ACCOUNTING/FINANCE	\$ 390,211	\$ 237,443	\$ (152,768)	61%								
PRINTING	\$ 65,017	\$ 40,119	\$ (24,899)	62%								
TOTAL BUSINESS SERVICES	\$ 455,228	\$ 277,562	\$ (177,666)	61%								
OPERATIONS AND MAINTENANCE:												
OPERATIONS AND MAINTENANCE	\$ 3,814,474	\$ 2,576,612	\$ (1,237,863)	68%								
TOTAL OPERATIONS AND MAINTENANCE	\$ 3,814,474	\$ 2,576,612	\$ (1,237,863)	68%								
PUPIL TRANSPORTATION SERVICES:												
PUPIL TRANSPORTATION SERVICES	\$ 1,510,597	\$ 768,974	\$ (741,623)	51%								
TOTAL PUPIL TRANSPORTATION	\$ 1,510,597	\$ 768,974	\$ (741,623)	51%								
CENTRAL SERVICES:												
COMMUNICATION SERVICES	217,835	141,158	(76,678)	65%								
HUMAN RESOURCES	205,965	122,062	(83,903)	59%								
TECHNOLOGY MANAGEMENT	646,965	528,661	(118,305)	82%								
PUPIL ACCOUNTING	77,420	73,942	(3,478)	96%								
TOTAL CENTRAL SERVICES	\$ 1,148,186	\$ 865,822	\$ (282,364)	75%								
OTHER SERVICES:												
PERFORMING ARTS CENTER	10,300	6,712	(3,588)	65%								
ATHLETICS	641,741	476,956	(164,785)	74%								
TOTAL CENTRAL SERVICES	\$ 652,041	\$ 483,669	\$ (168,372)	74%								
TOTAL SUPPORTING SERVICES	\$ 13,025,034	\$ 8,352,599	\$ (4,672,434)	64%								
COMMUNITY SERVICES												
COMMUNITY EDUCATION	8,279	1,750	(6,528)	21%								
DAYCARE PROGRAM	309,500	268,315		87%								
TOTAL COMMUNITY SERVICES	\$ 317,779	\$ 270,066	\$ (6,528)	85%								
OUTGOING TRANSFERS/FUND MODIFICATIONS:												
OTHER	100,000	105,499	5,499	105%								
TRANSFER TO OTHER FUNDS	-	-	-									
TOTAL OUTGOING TRANSFERS/FUND MODIFICATIONS	\$ 100,000	\$ 105,499	\$ 5,499	105%								
FOOD SERVICE EXPENDITURES					\$ 2,152,321	\$ 1,473,363	\$ (678,958)	68%				
CAPITAL PROJECT EXPENDITURES									\$ 182,595	\$ 361,862	\$ 179,267	198%
TOTAL EXPENDITURES	\$ 41,624,426	\$ 26,714,376	\$ (14,620,593)	64%	\$ 2,152,321	\$ 1,473,363	\$ (678,958)	68%	\$ 182,595	\$ 361,862	\$ 179,267	198%
REVENUE OVER or (UNDER) EXPENDITURES	\$ (987,610)	\$ (2,652,131)	\$ (1,664,521)		\$ 57,773	\$ 202,286	\$ 144,513		\$ (33,845)	\$ (188,432)	\$ (154,587)	

For Future Action

ESS Midwest 2025-2026 Contract Renewal

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
April 23, 2025
Report 24-116

FOR FUTURE 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 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

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 _____

Owosso Public Schools

By _____
Signature

Name and Title

Date _____

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.

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: _____

Server System Upgrade

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
April 23, 2025
Report 24-117

FOR FUTURE ACTION

Subject:

Server System Upgrade

Recommendation:

Resolve that the Owosso Board of Education authorize the Superintendent to proceed with Server System Upgrade project, which will significantly improve both safety and operational efficiency.

Facts/Statistics:

Project Components:

1. Server Installation:

- A new server will be installed to improve network speed, data storage, system reliability, and backup capacity.
- It will support secure video retention for all security footage and strengthen district-wide technology systems.
- This addition also allows for future scalability, ensuring the district can meet increased data and security demands.

2. Exterior Security Cameras:

- New exterior cameras will be installed at Bryant, Central, Emerson, and Washington Campus.
- Cameras will monitor building entrances, playgrounds, parking areas, and other key exterior zones.
- These cameras will integrate with our existing centralized security platform and provide real-time access for administrative and emergency personnel.

3. Future Expansion Capacity:

- The system is designed to accommodate future interior camera installations at each of these buildings.

- This infrastructure lays the foundation for expanded security coverage as needs and resources evolve.

Funding Source:

- This project will be fully funded through the district's Section 31AA School Safety Grant.
- These funds are specifically allocated for safety and security enhancements.
- No general fund dollars will be used for this project.

Project Timeline:

- Installation is expected to occur summer of 2025 and conclude prior to the 2025-2026 school year beginning in August 2025, pending equipment delivery and contractor scheduling.

Benefits:

- Enhances perimeter security and increases visibility during and after school hours.
- Strengthens district technology infrastructure and supports future system growth.
- Ensures compliance with 31AA grant requirements and maximizes the impact of state-funded safety initiatives.
- Prepares the district for phased implementation of additional security features, including interior cameras.

Rationale:

As part of our continued efforts to strengthen school safety and enhance technology infrastructure, Owosso Public Schools will be implementing targeted upgrades at multiple district sites. This project includes the installation of a new server and the addition of exterior security cameras at all three elementary buildings—Bryant, Central, Emerson—and the Washington Campus.

These enhancements reflect our ongoing commitment to maintaining safe, secure, and well-equipped learning environments.

Motion

Seconded

Vote – Ayes

Nays

Motion


QUOTE: 2001825026848-02

DATE: 04/14/2025

PAGE: 1 of 2

TO: Owosso Public Schools
Joseph Watson
645 Alger St PO Box 340
Owosso, MI 48867

watson@owosso.k12.mi.us
(p) (989)-729-5681
(f) (989) 723-7777

FROM: Presidio Networked Solutions Group, LLC
Matt Camps
660 E. 10 Mile Road
Suite 110
Ferndale, MI 48220

mcamps@presidio.com
(p) +1.248.679.3208

Customer#: OWOSS011

Contract Vehicle: Michigan REMC SAVE 2024-27 Networking & Security Contract

Account Manager: Matt Camps

Inside Sales Rep: Sandra Terrell

Title: PhySec - Elementary School Exterior Cameras - REMC rev2

#	Part #	Description	Unit Price	Qty	Ext Price
1	ACC-ENT-SMART-1YR	ACC Enterprise Smart Plan; 1 year	\$20.22	183.00	\$3,700.26
2	BCD212X-EVS-410Y-200T-20	Enterprise 2U 12-Bay Video Recording Server Dual Intel Xeon Silver 4410Y 200TB	\$21,623.81	1.00	\$21,623.81
3	BCD-SA-IDRAC-ENT-16G	Dell IDRAC Enterprise License 16G Servers	\$356.68	1.00	\$356.68
4	BCD-SA-AVG-AS-HW-KIT	Hardware Kit for Avigilon Appearance Search	\$752.37	1.00	\$752.37
5	NVR6-AINVR2-FORM-D-SFPPLUS-DA	KIT;10G SFP+ SR DA; NVR6/AINVR2 FORM D	\$151.20	2.00	\$302.40
6	ACC7-ENT	ACC 7 Enterprise camera channel	\$199.40	25.00	\$4,985.00
7	24C-H5A-3MH	3X8MP; WDR; 270 degree max field of view; Lightcatcher; 3.3-5.7MM; Camera Only	\$1,670.13	14.00	\$23,381.82
8	H5AMH-AD-PEND1	Outdoor pendant mount adapter. For use with the Avigilon H5A Multisensor	\$125.55	14.00	\$1,757.70
9	H5AMH-DO-COVR1	Dome bubble and cover; for outdoor surface mount or pendant mount; clear. For use with the Avigilon H5A Multisensor	\$125.55	14.00	\$1,757.70
10	WLMT-1001	Wall Mount for large pendant camera	\$76.43	14.00	\$1,070.02
11	H4AMH-AD-IRIL1	Optional IR illuminator ring; up to 30m (100ft); for use with H4AMH-DO-COVR1.	\$245.32	14.00	\$3,434.48
12	CRNMT-1001	CORNER MNT FOR LRGE PENDT WLMT-1001	\$91.35	11.00	\$1,004.85
13	8.0C-H6A-DO1-IR	8MP H6A Outdoor IR Dome Camera with 4.4-9.3mm Lens	\$1,163.43	11.00	\$12,797.73
14	MISC-PhySec-CONSUMABLE	Physical Security / AV Consumable Supplies	\$25.00	25.0000	\$625.00
15	PS-SVC-PHYSEC-FF	Physical Security Presidio Professional Services Fixed Fee	\$8,091.50	1.0000	\$8,091.50
16	PS-SVC-PHYSEC-FF	Physical Security Presidio Professional Services Fixed Fee	\$32,366.00	1.0000	\$32,366.00

Sub Total:	\$118,007.32
Grand Total:	\$118,007.32

Approval of Communicable Disease Health Material

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
April 23, 2025
Report 24-118

FOR FUTURE 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

For Information

Personnel Update

OWOSSO PUBLIC SCHOOLS
Board of Education
April 23, 2025
Report 24-119

FOR INFORMATION

Subject:

Personnel Update

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.



OWOSSO PUBLIC SCHOOLS

Ready for the World

NOTICE OF BOARD OF EDUCATION MEETING

Please take notice that the Owosso Public Schools Board of Education will be holding a regularly scheduled regular Board Meeting on Wednesday, April 23, 2025. The meeting will take place at 5:30pm, located at the Washington Campus Administration Building, Gymnasium, at 645 Alger St, Owosso, MI.

DATE OF MEETING: Wednesday, April 23, 2025

HOUR OF MEETING: 5:30pm

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