



OWOSSO PUBLIC SCHOOLS
Ready for the World

Board of Education Agenda
January 24, 2024
5:30 pm

Washington Campus Gymnasium
 645 Alger St
 Owosso, Michigan 48867

1. Call to Order

2. Pledge of Allegiance

3. Election of Officers

4. Building Reports

- Employee Recognition – Chris Ferguson
- Celebrate Kids! – Lincoln Alternative High School
- Student Representative Report – Kate Lee

5. Board Correspondence:

- Superintendent’s Report
- Curriculum Director’s Report

6. Public Participation

7. For Action

▪ **Consent Agenda:**

December 13, 2023 Board of Education Regular Meeting Minutes-----	Report 23-76	Page 1
December 13, 2023 Closed Session Minutes-----	Report 23-77	At Place
January 10, 2024 Board of Education Retreat Minutes-----	Report 23-78	Page 8
January 10, 2024 Closed Session Minutes 1-----	Report 23-79	At Place
January 10, 2024 Closed Session Minutes 2-----	Report 23-80	At Place
Current Bills-----	Report 23-81	Page 15
Financials-----	Report 23-82	Page 22
▪ Awarding Contracts for ERATE Projects-----	Report 23-83	Page 25
▪ Bylaws Resolution-----	Report 23-84	Page 46
▪ Delegation of Election Duties-----	Report 23-85	Page 48
▪ Retainer – School Attorneys-----	Report 23-86	Page 50
▪ Authorization for Superintendent to Accept Resignations-----	Report 23-87	Page 52
▪ Designation of Financial Institutions/Authorized Signers-----	Report 23-88	Page 54
▪ SRES Designation of Representative-----	Report 23-89	Page 57
▪ Thrun Policy 4108, Union Activity and Representation-----	Report 23-90	Page 59
▪ Thrun Policy 4207, Third Party Contracting-----	Report 23-91	Page 63
▪ Thrun Policy 4402-R, Placement-----	Report 23-92	Page 66
▪ Thrun Policy 4403-R, Performance Evaluation-----	Report 23-93	Page 71
▪ Thrun Policy 4404, Performance Based Compensation-----	Report 23-94	Page 76
▪ Thrun Policy 4405-R, Reduction in Force and Recall-----	Report 23-95	Page 79
▪ Thrun Policy 4407, Discipline-----	Report 23-96	Page 87
▪ Thrun Policy 4408, Termination-----	Report 23-97	Page 93
▪ Thrun Policy 4409-R, Non-Renewal-----	Report 23-98	Page 97
▪ Thrun Policy 4503-R, Performance Evaluation-----	Report 23-99	Page 101
▪ Thrun Policy 4504 Performance Based Compensation-----	Report 23-100	Page 105
▪ Superintendent Interview Questions-----	Report 23-101	At Place

8. For Future Action

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9. For Information

▪ Personnel Update-----	Report 23-102	Page 110
▪ Personnel New Teacher Hire-----	Report 23-103	Page 111

10. Public Participation

11. Board Comments: Board Member Comments/ Updates

12. Upcoming Meeting Dates:

February 21: Regular Board of Education Meeting, 5:30pm, Washington Campus Gymnasium

Important Upcoming Dates:

January 31: OHS MIFA Performance, 7:00pm, PAC

February 3: MIFA Regionals, all day, PAC

February 5: OHS Oscars, 7:00pm, PAC

February 16: Half day for all students, noon dismissal

February 19: No school, President's Day

February 21: OHS Band Concert, 7:00pm, PAC

February 28: OHS Choir Concert, 7:00pm, PAC

13. Adjournment

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.

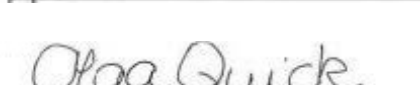
Rick Mowen
President



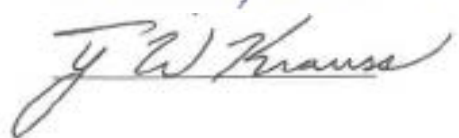
Marlene Webster
Vice President



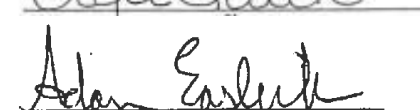
Olga Quick
Treasurer



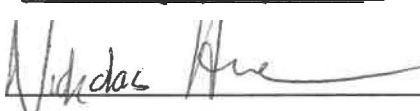
Ty Krauss
Secretary



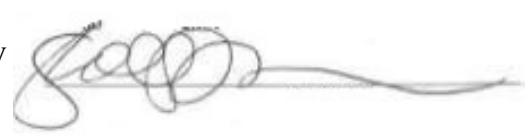
Adam Easlick
Trustee



Nicholas Henne
Trustee



Shelly Ochodnický
Trustee



Board Guarantee check points will run in conjunction with the Superintendent dialogue sessions.



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



OWOSSO PUBLIC SCHOOLS

Ready for the World

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

**December 13, 2023 Board of Education
Regular Meeting Minutes**

OWOSSO PUBLIC SCHOOLS
Board of Education Minutes
Regular Meeting
December 13, 2023
Report 23-76

Present: Easlick, Henne, Krauss, Mowen, Ochodnicky, Quick, Webster
Absent:

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

Pledge of Allegiance

Building Reports

Bryant Elementary School Principal Taylor Sergent introduced to the Board Bryant's 'Acts of Kindness' program that is organized by the Student Council, supervised by staff member Mrs. Jenny Lamay. The purpose of the program is to encourage students to use their leadership skills to spread goodwill. Principal Sergent said that next year the council will focus on Lenore, Bryant's Therapy Dog, and how to support her. Each student council member shared what they enjoy about the Kindness Program. Dr. Tuttle asked how they feel when they do an act of kindness. The students replied that it makes them feel happy to have made someone else's day. Dr. Tuttle thanked the student council students and applauded their confidence in presenting to the Board of Education. President Mowen agreed that a 'thank you' or a smile is nice to receive in return, but told the Bryant students that the true reward is the good feeling you have when you help someone else.

Mrs. Dede Raffelli, Bryant Elementary Teacher, shared with the Board that as part of the International Baccalaureate Social Studies curriculum, Bryant's fourth grade classes are participating in the 'Great Mail Race'. Students prepare and send letters that include a survey to other elementary schools in each of the 50 states, and ask that the recipient send back the completed survey. Through later analysis of the surveys, students can see how similar their lives are to their fellow elementary students across the country and learn about geography along the way. Dr. Tuttle thanked the students and parents for sharing and taking the time to attend the meeting tonight. President Mowen applauded all students for their presentation and shared the 'Celebrate Kids' is the highlight of the Board meetings.

Principal Sergent ended Bryant's Board presentation by honoring retiree Mr. Greg Hall. Mr. Sergent shared that Mr. Hall has served the district for over 23 years and now is looking forward to writing a book, and spending time with his family and friends. Mr. Sergent wished Mr. Hall a peaceful retirement and thanked him for his service to the district.

Student Representative Kate Lee informed the Board that the Boys' basketball season has started and students are looking forward to some great competitions. Ms. Lee also informed the Board that the 'Toys for Tots' drive raised \$2,500.

Board Correspondence

Dr. Tuttle began her report by sharing an incident that occurred at Bryant Elementary School today where a student was choking and Bryant staff member Mrs. Chris Ferguson jumped in to action to perform the Heimlich maneuver, successfully saving the student. Dr. Tuttle applauded Mrs. Ferguson for her quick thinking and swift action, and remarked how important staff training is for emergencies such as this. Dr. Tuttle continued that as it is holiday season, the district has had many events at each building including book exchanges, cookie exchanges, Secret Santa, dress-up days, 'Toys for Tots', 'Twelve Days of Kindness', 'Festival of Trees' class participation, gingerbread house competitions, band and choir concerts and so on. Dr. Tuttle continued that the Senior Citizens Holiday Breakfast on December 8 went smoothly and was highly praised by community members that attended. She thanked President Mowen and Treasurer Quick for their attendance to the breakfast. Dr. Tuttle gave a tremendous kudos to Communications Director Mrs. Jessica Thompson for organizing the event and ensuring everyone had an excellent time. Dr. Tuttle also informed the Board that the Sports Booster tailgate raised \$22,000. This is always a fun event for families and a great way to fund raise for uniforms and other projects. Dr. Tuttle finished her report by informing the Board that February 27 is an election day for the Presidential Primaries. Dr. Tuttle shared the recommendation will likely be to close the district for the day for safety and security reasons.

Curriculum Director Mr. Stephen Brooks informed the board that the International Baccalaureate audit took place on December 11 and 12. Mr. Brooks shared the highlights of the feedback from the IB team: facilities at secondary campus were praised, particularly the thoughtful layout, coordination, color, natural light, the Performing Arts Center, and technology that students and staff have access to. The IB team praised the OPS leadership team, the Board and Administrative Team, and IB Coordinator Mr. Lance Little for their involvement and dedication to the IB standard. The IB team praised the supports available to students, in particular the mentor programs, therapy dogs, school nurses, student success coaches, and the liaison officers. The IB team noted that the teaching and learning areas are warm and inviting, and remarked that OPS teachers clearly go the extra mile to create a stimulating learning environment. The IB team also interviewed students and found the students were attentive, honest, and asked great questions. The IB team remarked that the CTE programs and community involvement initiatives are very impressive. Mr. Brooks thanked President Mowen and Treasurer Quick for participating in the interviews, and thanked Mr. Lance Little for his time, effort, and a successful audit. Mr. Brooks informed the Board that an official report will be published in the coming weeks, and the IB team will include goals for the district to work on over the next five years.

Secretary Krauss inquired if the district received any negative feedback from the IB team. Mr. Brooks responded that the district received 'suggestions' but no negative feedback or findings on the audit report. Mr. Brooks said one such suggestion was a collaboration between the OHS and

OMS math departments. Mr. Brooks said the administrative team would consider all suggestions made by IB and will keep the Board informed if any changes take place.

Mr. Brooks continued with an update on the Food Service and Nutrition Program. OPS Food Service had their own audit last week and the results were fantastic. Mr. Brooks gave immense kudos to the Food Service Director Joy Hartman, Food Service Supervisor Michele Prince, and the entire Food Service team, who went above and beyond to ensure the audit went well. The audit team reported no findings and expects to see OPS in another five years.

Mr. Brooks finished his report by informing the Board the district is currently working on grants for the CTE department, as well as safety and security grants. Mr. Brooks will keep the Board informed as the grants progress in the application process.

Public Participation

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

No public participants addressed the Board.

For Action

- Moved by Easlick, supported by Henne, to approve November 29, 2023 Board of Education Regular Meeting Minutes. President Mowen noted that the Board does not have 'Current Bills' and 'Financials' to review at this meeting due to the timing of the November 29 regular meeting and the change in position of the Chief Financial Officer. Current Bills and Financials will be available at the next regular meeting, January 24. Motion carried unanimously.
- Moved by Quick, supported by Ochodnicki to review and approve the Emergency Operations Plan (EOP). This is a biannual agenda item - the plan describes the purpose, scope, situation, policies, and concept of operations for the response and recovery activities to an emergency crisis. Motion carried unanimously.
- Moved by Easlick, supported by Henne, to approve the hiring of Michael Pepin for the Elementary Instructional & Behavioral Interventionist at Bryant Elementary, at Step 1, \$89,712. Motion carried unanimously.
- Moved by Quick, supported by Ochodnicki, to approve the hiring of Jamie Cline for the Social Studies Teacher position at OMS at Step 1, \$43,332. Motion carried unanimously.

For Future Action

- The Board will be asked to authorize the Superintendent to contract with the winning bidder(s) for an estimated total bid of \$650,000, for which the District would be

responsible for 15% of the total, equating to \$97,500 for ERATE projects (Network Switch Upgrade and Wi-Fi Upgrade).

For Information

Dr. Tuttle announced the following personnel changes:

Retirements

- Gregory Hall, Teacher at Bryant has retired effective 11/30/2023.

Public Participation

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

No public participants addressed the Board.

Board Comments

Trustee Easlick thanked Mr. Hall for his service and congratulated him on his retirement. Trustee Easlick attended the 6th grade choir concert and applauded the students on their performance. He thanked Mr. Lance Little for his efforts on the IB audit, the Food service team for a great review, and welcomed new hires Mr. Pepin and Ms. Cline to their roles.

Secretary Krauss thanked the district for the holiday gifts. He congratulated the secondary campus for the great IB audit, and congratulated the Food Service Team for their successful audit as well. He appreciates everyone's efforts and wished everyone a happy holiday.

Treasurer Quick wished Greg Hall a peaceful retirement. She welcomed Mr. Pepin and Ms. Cline. She thanked Mr. Brooks and Mr. Little for their work on the International Baccalaureate audit. She thanked the district for hosting YMCA food drive at OHS, as it is such a central location more families can be served. She ended her comments by thanking Student Representative Kate Lee for her report and wished everyone a great holiday.

Vice President Webster thanked the district for the cookie trays and gifts. She shared that Shiawassee Hope, a community organization dedicated to help those in need, will be serving 200 kids at Christmas store this season. She thanked all those involved in the helping the organization reach beyond their goal. She ended her comments by thanking all district staff and wishing everyone a warm holiday.

Trustee Ochodnický applauded the Madrigals and the recent holiday performances by the students. She congratulated Dr. Tuttle on her new position and said the Board will take great care in the choosing of her replacement.

Trustee Henne congratulated the students on the successful Toys for Tots and Sports Boosters fundraisers. He wished staff and students a restful holiday break. He thanked Communications Director Mrs. Thompson for the fantastic Senior Citizen breakfast. Trustee Henne finished his comments by congratulating Dr. Tuttle on her new position, he is proud of her and of her accomplishments. He said he has full confidence the Board will make the right decision when it comes time to fill Dr. Tuttle's role.

President Mowen thanked all staff and students for their community involvement and for the great successes they have had with recent fundraisers. He remarked the Sports Boosters was a fun night and he is overjoyed to have those funds going to a great cause to support students. He is very pleased that both the IB and FS audits went well, and thanked all those involved in making sure those audits went smoothly. President Mowen thanked all those in attendance at the meeting.

Upcoming Dates

- January 10, 2024: Board Retreat/Workshop, 5:30 pm, Shiawassee Arts Council
- January 24, 2024: Regular Board Meeting, 5:30 pm, Washington Campus Gymnasium
- December 19, 2023: Half day for students, noon dismissal
- December 20-January 2: Holiday recess
- January 3: School resumes

Moved by Quick, supported by Webster to move in to closed session at 6:28pm for the purpose of conducting a student hearing. Secretary Krauss conducted a roll call vote: Easlick, Henne, Krauss, Mowen, Ochodnick, Quick, Webster voted aye. No nay votes. Motion carried unanimously.

Moved by Webster, supported by Quick, to move back into open session at 6:52pm for the purpose of adjournment.

Adjournment

Moved by Quick, supported by Ochodnick, to adjourn at 6:53pm. Motion carried unanimously.

Minutes recorded by Carrie Yoho and Brooke Barber.

Respectfully submitted,

Ty Krauss, Secretary

December 13, 2023 Closed Session Minutes (At Place)

January 10, 2024 Board of Education Committee of the Whole/Board Workshop

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

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

Absent:

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

Pledge of Allegiance

Closed Session: Collective Bargaining Strategies

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

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

Thrun Policy

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

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

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

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

Sinking Fund Update

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

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

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

February 27 – Presidential Primary

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

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

Business Office Update

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

Strategic Plan

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

Closed Session: Personnel Matters

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

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

Adjournment

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

Minutes recorded by Brooke Barber.

Respectfully submitted,

Ty Krauss, Secretary

January 10, 2024 Closed Session Minutes 1 (At Place)

January 10, 2024 Closed Session Minutes 2 (At Place)

Current Bills

OWOSSO PUBLIC SCHOOLS
EXPENDITURE REPORT
11/17/2023-1/18/2024
REPORT 23-81

CHECK RUN ACTIVITY BY FUND

GENERAL FUND	\$1,476,587.94
SERVICE FUND	\$224,268.97
SINKING FUND	\$210,645.98
BOND FUND	\$0.00
CAPITAL PROJECTS	\$0.00
CHECK RUN TOTAL	\$1,911,502.89

DRAW FROM ACCOUNT

GORDON FOOD SERVICE PAYMENT (11/22/2023)	\$ 1,819.85
GORDON FOOD SERVICE PAYMENT (11/24/2023)	\$ 2,199.23
GORDON FOOD SERVICE PAYMENT (12/06/2023)	\$ 2,251.61
GORDON FOOD SERVICE PAYMENT (12/18/2023)	\$ 918.22
GORDON FOOD SERVICE PAYMENT (12/26/2023)	\$ 7,510.36
	<u>\$ 14,699.27</u>

CREDIT CARD ACTIVITY BY FUND (11/07/2023-12/04/23)

GENERAL FUND	\$ 29,853.37
SERVICE FUND	\$ 1,496.95
ORGANIZATIONAL FUND	\$ 964.51
CREDIT CARD TOTAL	\$ 32,314.83

PAYROLL AND STABILIZATION DRAWS

PAYROLL (#11) 11/24/2023	\$ 1,007,893.99
PAYROLL (#12) 12/08/2023	\$ 979,849.34
PAYROLL (#13) 12/22/2023	\$ 1,139,928.97
PAYROLL (#14) 1/05/2024	\$ 836,551.38
	<u>\$ 3,964,223.68</u>

GRAND TOTAL

\$ 5,922,740.67

H:\Financial Reports\Monthly\23-24\JANUARY 24 BOARD REPORTS.xlsx\Board Bills Monthly

Check # / Date	Run	Status	Vendor	Invoice Description	Amount
108083 11/30/2023	1	Clr 01/09/2024	ACCO BRANDS USA	BR/WALDORF/LAMINATOR REPAIR	374.00
108084 11/30/2023	1	Opn	ALDERMANS INCORPORATED	OPER/HENDRICKSON/OIL & FILTER	375.77
108085 11/30/2023	1	Clr 01/09/2024	BARBER, BROOKE	ADMIN/BARBER/REIMB	17.84
108086 11/30/2023	1	Vod 12/12/2023	BUSINESS PROF OF AMERICA-MICHI	HS/G KLAPKO/MEMBERSHIP	25.00
108087 11/30/2023	1	Clr 01/09/2024	CINTAS CORPORATION # 308	OPER/HENDRICKSON/UNIFORMS	176.07
108088 11/30/2023	1	Clr 01/09/2024	CODDE, TARA	OMS/CODDE/ATRICK REWARDS	25.24
108089 11/30/2023	1	Clr 01/09/2024	CURRICULUM ASSOCIATES LLC	EM/BUZA	151.42
108090 11/30/2023	1	Clr 01/09/2024	DAYSTARR COMMUNICATIONS	TECH/WATSON/SERVICE	410.00
108091 11/30/2023	1	Clr 01/09/2024	DELONG, STEVE	TRAN/DELONG/MILAGE	114.76
108092 11/30/2023	1	Clr 01/09/2024	DEMCO INC.	BRY/RICHMOND/MEDIA	81.71
108093 11/30/2023	1	Clr 01/09/2024	ESS MIDWEST INC	BBB/WINKE/	17,490.85
108094 11/30/2023	1	Clr 01/09/2024	ESS MIDWEST INC	OHS/ATH/FALL COACHES	54,864.62
108095 11/30/2023	1	Clr 01/09/2024	FRIEND, MATT	OMS/MATH/REIMB	50.26
108096 11/30/2023	1	Opn	GOLDBERG, DIANE	OPER/GOLDBERG/MILEAGE	36.68
108097 11/30/2023	1	Clr 01/09/2024	GROSS, KRISTEEN	COMM/DOG OBED	390.00
108098 11/30/2023	1	Clr 01/09/2024	GROTH MUSIC	CE/HILLARD/RECORDERS	553.73
108099 11/30/2023	1	Clr 01/09/2024	HENDRICKSON, MICHAEL	OPER/HENDRICKSON/MILEAGE	298.03
108100 11/30/2023	1	Opn	HI-QUALITY GLASS	OPER/HENDRICKSON/VULKEM	89.50
108101 11/30/2023	1	Clr 01/09/2024	LANSING SANITARY SUPPLY INC.	OPER/HADDIX/SUPPLIES	1,635.86
108102 11/30/2023	1	Clr 01/09/2024	LIBRARY STORE	BRY/RICHMOND/MEDIA	24.94
108103 11/30/2023	1	Opn	LINTNER, DALLAS	OHS/LINTNER/MILEAGE	103.36
108104 11/30/2023	1	Clr 01/09/2024	LITTLE, LANCE	CURR/LITTLE/POSTERS REIMB	72.00
108105 11/30/2023	1	Clr 01/09/2024	LLOYD MILLER & SONS INC.	OPER/HENDRICKSON/BLADES	548.55
108106 11/30/2023	1	Clr 01/09/2024	MARSHALL MUSIC COMPANY INC.	HS/BAND/23-24 MAINT. CONTRACT	4,641.00
108107 11/30/2023	1	Clr 01/09/2024	MCBRIDE, MELISSA	TRAN/FINGERPRINT REIM	100.00
108108 11/30/2023	1	Clr 01/09/2024	MESSA	DEC 2023 BILL/TEACHERS	242,984.89
108109 11/30/2023	1	Clr 01/09/2024	MESSA	DEC 2023 BILL/ADMIN STAFF	30,876.18
108110 11/30/2023	1	Clr 01/09/2024	MESSA	DEC 2023 BILL/NON-UNION	57,359.47
108111 11/30/2023	1	Clr 01/09/2024	MILLER, GARY	OPER/GROUNDS/SOFTBALL DUGOUT	50.61
108112 11/30/2023	1	Clr 01/09/2024	MIO-GUARD	HS/ATH/GATORADE HOLDER/CONTACT SOLU	52.30
108113 11/30/2023	1	Clr 01/09/2024	MURRAY, ANDREW	OHS ATH/MURRAY/MILEAGE	172.92
108114 11/30/2023	1	Clr 01/09/2024	NORTH AMERICAN OVERHEAD DOOR	OPER/HENDRICKSON/WEATHERSEAL	158.40
108115 11/30/2023	1	Clr 01/09/2024	OPS FOOD SERVICE FUND	BBB/WINKE/CACFP MEALS	566.88
108116 11/30/2023	1	Opn	OWOSSO HITCH & PLOW CENTER IN	OPER/GUNSELL/BOLT KIT	315.00
108117 11/30/2023	1	Clr 01/09/2024	OWOSSO PUB. SCH. ATHLETIC FUND	OHS/ATHLETICS/OFFICIALS	5,000.00
108118 11/30/2023	1	Clr 01/09/2024	PITNEY BOWES	HS/PARSONS/POSTAGE	174.66
108119 11/30/2023	1	Clr 01/09/2024	PITSCO EDUCATION	OMS/WRIGHT/ROBTICS	419.10
108120 11/30/2023	1	Clr 01/09/2024	POSTMASTER	COMM/THOMPSON/MAIL PERMIT 69	310.00
108121 11/30/2023	1	Clr 01/09/2024	ROB LEPLEY	OPER/HENDRICKSON/BRAKE JOB	717.08
108122 11/30/2023	1	Clr 01/09/2024	SAVVAS LEARNING CO, LLC	BR/WALDORF/MATH LEVEL A SE	500.00
108123 11/30/2023	1	Clr 01/09/2024	SCHOOL SPECIALTY LLC.	BB/HURLEY/MISCSUPPLIES	2,519.80
108124 11/30/2023	1	Clr 01/09/2024	SET-SEG	DEC 2023 BILL/GF STAFF	4,946.98
108125 11/30/2023	1	Clr 01/09/2024	SET-SEG	DEC 2023 BILL/ADMIN STAF	623.73
108126 11/30/2023	1	Clr 01/09/2024	SHERWIN-WILLIAMS COMPANY	OPER/PAINT	154.03
108127 11/30/2023	1	Clr 01/09/2024	SHIAWASSEE COUNTY CLERK	ADM/BARBER/SPECIAL ELECTION	33,686.87
108128 11/30/2023	1	Clr 01/09/2024	SHIAWASSEE RESD	CURR/BROOKS/CPI TRAINING	1,105.00
108129 11/30/2023	1	Clr 01/09/2024	SPECK, TASHA	ADMIN/SPECK/MILEAGE CONF	35.23
108130 11/30/2023	1	Clr 01/09/2024	STATE OF MICHIGAN	OPER/HENDRICKSON/POOL LICENSE	81.00
108131 11/30/2023	1	Clr 01/09/2024	SUNBURST GARDENS INC.	OPER/WINTERIZE IRR WILLMAN AND OHS	5,853.50
108132 11/30/2023	1	Clr 01/09/2024	TASC-CLIENT INVOICES	ADM/OMER/FSA ADMIN FEE	323.25

Check # / Date	Run	Status	Vendor	Invoice Description	Amount
108183 12/14/2023	1	Clr 01/09/2024	AGNEW GRAPHICS SIGNS PROMO LL	OMS/WALWORTH/SWIM RECORD	45.00
108184 12/14/2023	1	Clr 01/09/2024	BARBER, BROOKE	ADMIN/BARBER/IB AUDIT BREAKFAST REIM	47.96
108185 12/14/2023	1	Opn	BARTON, CHERYL	COMM ED/THOMPSON/DOG OBED	351.00
108186 12/14/2023	1	Clr 01/09/2024	BIO CORPORATION	OHS/SUPPLIES FOR ALTVATER	1,829.35
108187 12/14/2023	1	Clr 01/09/2024	BROOKS, STEPHEN	ADMIN/BROOKS/IB AUDIT BREAKFAST REIMB	21.99
108188 12/14/2023	1	Clr 01/09/2024	CINTAS CORPORATION # 308	OPER/HENDRICKSON/UNIFORMS	72.44
108189 12/14/2023	1	Clr 01/09/2024	CODDE, TARA	OMS/CODDE/REWARD PBIS	41.25
108190 12/14/2023	1	Clr 01/09/2024	DALTON ELEVATOR	OPER/HENDRICKSON/SUPPLIES	50.00
108191 12/14/2023	1	Opn	EVENTZ 4 CHANGE INC	ADMIN/THOMPSON/SANTA SENIOR HOLIDAY	75.00
108192 12/14/2023	1	Opn	EZ FLEX SPORTS MATS	OHS/IRELAN/CHEER MATS	7,475.00
108193 12/14/2023	1	Clr 01/09/2024	GILBERT'S DO IT BEST HARDWARE	OPER/HENDRICKSON/SUPPLIES	726.78
108194 12/14/2023	1	Clr 01/09/2024	H. K. ALLEN PAPER COMPANY	OHS/TISSUES	560.00
108195 12/14/2023	1	Clr 01/09/2024	HALF PINT KIDS	BRY/TITLE1/WALDORF	633.60
108196 12/14/2023	1	Clr 01/09/2024	HILL, JUSTIN	ADMIN/HILL/CONFERENCE MILEAGE	41.92
108197 12/14/2023	1	Clr 01/09/2024	HOAG, ROBIN	OMS/HOAG/SPED CLASSROOM SUPPLIER	62.96
108198 12/14/2023	1	Opn	HURLEY OCCUPATIONAL HEALTH PR	ADMIN/YOHO/DOT PHYSICALS	180.00
108199 12/14/2023	1	Clr 01/09/2024	INDEPENDENT NEWSPAPERS/I60 ME	ADMIN/THOMPSON/SCHOOL OF CHOICE AD	650.00
108200 12/14/2023	1	Clr 01/09/2024	J. W. PEPPER & SON INC.	OMS/ROGERS/MUSIC	72.25
108201 12/14/2023	1	Clr 01/09/2024	LANSING SANITARY SUPPLY INC.	OPER/TERRY/SUPPLIES	2,874.88
108202 12/14/2023	1	Opn	LEARN STAGE LIGHTING GEAR	ADM/MCCLUNG/STAGE LIGHTING	7,751.04
108203 12/14/2023	1	Clr 01/09/2024	LINDSEY, SHELLEY A	BRY/LINDSEY/MILEAGE REIMBURSE	33.41
108204 12/14/2023	1	Clr 01/09/2024	MOMAR, INCORPORATED	OPER/KLAPKO/SERVICE AGREEMENT	405.00
108205 12/14/2023	1	Clr 01/09/2024	OREILLY AUTOMOTIVE INC	OPER/CLARK/PARTS	9.52
108206 12/14/2023	1	Opn	SCHOOL SPECIALTY LLC.	EM/NIDEFSKI-TMP 00216	378.50
108207 12/14/2023	1	Opn	SHIA. AREA TRANSPORTATION AGEN	OHS/SPECK/MCKINNEY VENTO TRANSPORT	55.50
108208 12/14/2023	1	Clr 01/09/2024	THOMPSON, JESSICA	ADMIN/THOMPSON/MILEAGE REIMBURSE	112.92
108209 12/14/2023	1	Clr 01/09/2024	WAKELAND OIL	OPER/HENDRICKSON/GAS	703.68
108210 12/20/2023	1	Clr 01/09/2024	APPLEBEE OIL COMPANY	TRAN/SECOR/PROPANE FOR #8	231.18
108211 12/20/2023	1	Opn	BAY CITY ATHLETICS	OHS ORG/WOLF PACK WRESTLING INVIT.	225.00
108212 12/20/2023	1	Clr 01/09/2024	BSN SPORTS LLC	OHS/SMITH/SINGLET	1,482.53
108213 12/20/2023	1	Clr 01/09/2024	CITY OF OWOSSO	ADMIN/WITT/OFFICERS	55,480.12
108214 12/20/2023	1	Opn	CODDE, TARA	MS/CODDE/REWARDS AT RISK	20.17
108215 12/20/2023	1	Opn	CRANDELL, KRISTINA	ATH/SNITH/REIMB CLINIC COACHES	110.00
108216 12/20/2023	1	Opn	DAKTRONICS, INC.	OHS/PARSON/ANTENNA	160.00
108217 12/20/2023	1	Clr 01/09/2024	DAYSTARR COMMUNICATIONS	UTIL/PHONE BILL	409.05
108218 12/20/2023	1	Opn	ESS MIDWEST INC	BBB/PRATT/PAYROLL FEES	150.00
108219 12/20/2023	1	Opn	GENESEE INTER.SCHOOL DISTRICT	OHS/HILL/GENNET ONLINE FEES	2,960.00
108220 12/20/2023	1	Opn	HOLTSCLAW, BROCK	OHS/REIMB. COACHES FEE	110.00
108221 12/20/2023	1	Opn	HUMPHREY ENTERPRISES INC.	TRAN/SECOR/TRAINING & TESTING	685.00
108222 12/20/2023	1	Opn	IRELAN, STEVE	OHS/SMITH/REIMB AD MEETING	12.00
108223 12/20/2023	1	Clr 01/09/2024	J & H OIL CO.	TRANS/SECOR/FUEL	8,829.28
108224 12/20/2023	1	Clr 01/09/2024	J. W. PEPPER & SON INC.	OHS/PARSONS/MUSIC	378.33
108225 12/20/2023	1	Clr 01/09/2024	LANSING SANITARY SUPPLY INC.	OPER/HENDRICKSON/SUPPLIES	649.37
108226 12/20/2023	1	Clr 01/09/2024	LINDSEY, SHELLEY A	BR/LINDSAY/MILEAGE	18.34
108227 12/20/2023	1	Opn	MESSA	JAN 2024 BILL/TEACHERS	247,682.68
108228 12/20/2023	1	Clr 01/09/2024	MESSA	JAN 2023 BILL/ADMIN STAFF	33,039.43
108229 12/20/2023	1	Clr 01/09/2024	MESSA	JAN 2024 BILL/NON-UNION	67,286.04
108230 12/20/2023	1	Opn	MILLER, GARY	HS/PARSONS/SUPPLIES REIMB	561.08
108231 12/20/2023	1	Opn	MSBO	ADMIN/WITT/MSBO MEMBERSHIP DUES	150.00
108232 12/20/2023	1	Opn	MSVMA	MS/ROGERS/REGIST	420.00

Check # / Date	Run	Status	Vendor	Invoice Description	Amount
108283 01/11/2024	1	Opn	ATKINSON, AMANDA	OHS/ATKINSON/PBIS REFUND	66.87
108284 01/11/2024	1	Opn	BASGALL, JAKE	TECH/MILEAGE	106.16
108285 01/11/2024	1	Opn	BP ENERGY RETAIL COMPANY LLC	UTIL/NAT GAS - DEC 2023	37,042.13
108286 01/11/2024	1	Opn	CITY OF OWOSSO	ADMIN/TUTTLE/OFFICERS	59,646.04
108287 01/11/2024	1	Opn	CODDE, TARA	OMS/CODDE/REWARDS AT RISK	49.06
108288 01/11/2024	1	Opn	CONSUMERS ENERGY	UTIL/GAS & ELEC/DEC 2023	11,094.51
108289 01/11/2024	1	Opn	CULLIGAN OF OWOSSO	ADMIN/HILL/WATER	145.00
108290 01/11/2024	1	Opn	DEWITT HIGH SCHOOL	OHS/SMITH/GIRLS WRESTLING ENTRY	180.00
108291 01/11/2024	1	Opn	DIGNAN, THOMAS	TECH/MILEAGE	80.28
108292 01/11/2024	1	Opn	EPS SECURITY	OPER/HENDRICKSON/MONITORING OHS	1,490.58
108293 01/11/2024	1	Opn	ESS MIDWEST INC	OMSORG/DWYER/COACHES	6,703.90
108294 01/11/2024	1	Opn	GILBERT'S DO IT BEST HARDWARE	OPER/HENDRICKSON/NOV SUPPLIES	505.74
108295 01/11/2024	1	Opn	KONICA MINOLTA BUSINESS SOLUTI	QRTLTY MAINT PMT 10/1-12/31/23	5,529.85
108296 01/11/2024	1	Opn	LANSING SANITARY SUPPLY INC.	OPER/HENDRICKSON/SUPPLIES - BRYANT	5,905.85
108297 01/11/2024	1	Opn	MORRICE AREA SCHOOLS	OHS/SPECK/MCKINNEY VENTO TRANSPORT	32.50
108298 01/11/2024	1	Opn	NEOLA INC.	ADM/TUTTLE/UPDATE SERVICE	1,375.00
108299 01/11/2024	1	Opn	NEW LOTHROP HIGH SCHOOL	OHS/SMITH/JV WRESTLING ENTRY	140.00
108300 01/11/2024	1	Opn	OREILLY AUTOMOTIVE INC	OPER/CLARK/SUPPLIES	7.99
108301 01/11/2024	1	Opn	OWOSSO PUB. SCH. ATHLETIC FUND	ATH/SMITH/OFFICIALS	5,000.00
108302 01/11/2024	1	Opn	OWOSSO PUBLIC SCHOOLS	BBB/PRATT/DHS NOVEMBER MEALS	841.57
108303 01/11/2024	1	Opn	QUADIENT INC	ADM/POSTAGE METER LEASE JAN-APR	89.97
108304 01/11/2024	1	Opn	QUILL CORPORATION	Office Supplies	114.35
108305 01/11/2024	1	Opn	REPUBLIC SERVICES	UTIL/TRASH SVCS -DEC 2023	2,688.68
108306 01/11/2024	1	Opn	RESERVE ACCOUNT	OHS/PARSONS/POSTAGE REFILL	1,000.00
108307 01/11/2024	1	Opn	RILEY, KRISTEN	CE/KLAPKO/BUDDY BAGS FROM GRANT	173.62
108308 01/11/2024	1	Opn	SCHOOL SPECIALTY LLC.	OMS/PARK/ART	216.27
108309 01/11/2024	1	Opn	SHATTUCK SPECIALTY ADVERTISING	FOUNDATION/THOMPSON/AWARDS	210.00
108310 01/11/2024	1	Opn	SHERWIN-WILLIAMS COMPANY	OPER/HENDRICKSON/PAINT - BRYANT	162.21
108311 01/11/2024	1	Opn	SHIA ECONOMIC DEV. PARTNERSHIP	ADMIN/BROOKS/SEDP ANNUAL INVESTMENT	3,250.00
108312 01/11/2024	1	Opn	SHIA. AREA TRANSPORTATION AGEN	OHS/SPECK/ONE-WAY TRIPS DEC 2023	40.50
108313 01/11/2024	1	Opn	SKILLS USA	OHS/WARNING/CONFERENCE	390.00
108314 01/11/2024	1	Opn	SKILLS USA	OHS/WARNING/ENGINEERING MEMBERSHIP	94.00
108315 01/11/2024	1	Opn	SLOAN'S SEPTIC TANK SERVICE	OHS/HENDRICKSON/PORTA JOHN RENTAL	257.56
108316 01/11/2024	1	Opn	STINSON, GUNNAR	TECH/MILEAGE	177.65
108317 01/11/2024	1	Opn	THRUN LAW FIRM, P.C.	ADMIN/BARBER/ANNUAL RETAINER FEE	2,500.00
108318 01/11/2024	1	Opn	ULLIANCE INC	HR/YOHO/LIFE ADVISOR EAP - 1ST QRTR	2,557.44
108319 01/11/2024	1	Opn	VIC BOND SALES	PLUMBING/GUNSELL/PLUMBING SUPPLIES	23.13
108320 01/11/2024	1	Opn	WAKELAND OIL	OPER/HENDRICKSON/GAS	982.26
108321 01/11/2024	1	Opn	WATSON, JOE	TECH/DEC 2023 MILEAGE	231.32
108322 01/11/2024	1	Opn	WEBBERVILLE FFA ALUMNI	OHS/CLARK/NATL CONVENTION HOTEL & PA	3,226.24
108323 01/11/2024	1	Opn	WOLVERINE HARDWOODS, INC.	OHS/MARK SUPPLIES	2,151.10
108324 01/18/2024	1	Opn	APPLEBEE OIL COMPANY	TRAN/SECOR/PROPANE FOR #8	187.87
108325 01/18/2024	1	Opn	BROOKS, NICHOLE	OMS/BROOKS/HEALTH SUPPLIES	58.40
108326 01/18/2024	1	Opn	BSB COMMUNICATIONS INC.	TECH/WATSON/MAC REMOTE	362.50
108327 01/18/2024	1	Opn	CINTAS CORPORATION # 308	OPER/HENDRICKSON/UNIFORMS	176.07
108328 01/18/2024	1	Opn	CLEVENGER, DEB	ATHLETICS/SMITH/BODY FAT TESTING	160.00
108329 01/18/2024	1	Opn	DEEP SPACE SPARKLE, INC	CE/EM/BR/KLAPKO/	379.00
108330 01/18/2024	1	Opn	DIGITAL AGE TECHNOLOGIES INC.	ADM/BROOKS/INTERACTIVE DISPLAY	2,900.00
108331 01/18/2024	1	Opn	EPS	OPER/HENDRICKSON/SERVICE CALL - EMER	150.00
108332 01/18/2024	1	Opn	FRAYER CONSULTING SERVICES, LL	ADMIN/BROOKS/CFO CONSULTING	2,500.00

Check # / Date	Run	Status	Vendor	Invoice Description	Amount	
008481 11/17/2023	1	Clr	01/15/2024	AMERICAN SPEEDY PRINTING CENTE	FS/PRINCE/PRINTING	294.50
008482 11/17/2023	1	Clr	01/15/2024	PRAIRIE FARMS DAIRY	SERVICE/PRINCE/FOOD	3,662.54
008483 11/17/2023	1	Clr	01/16/2024	RYANS REFRIGERATION, LLC	SERVICE/PRINCE/REPAIR	225.00
008484 11/17/2023	1	Clr	01/15/2024	TEN HENS FARM LLC	FS/PRINCE/FOOD	555.00
008485 11/17/2023	1	Clr	01/15/2024	VAN EERDEN FOOD SERVICE COMPA	CREDIT - FOOD	29,536.15
008486 11/17/2023	1	Clr	01/15/2024	WAKELAND OIL	FS/PRINCE/GAS	258.51
008487 11/21/2023	1	Clr	01/15/2024	VAN EERDEN FOOD SERVICE COMPA	FS/PRINCE/FOOD AND PAPER	23,484.03
008488 12/01/2023	1	Clr	01/16/2024	AMERICAN SPEEDY PRINTING CENTE	SERVICE/PRINCE/MENU CALENDARS	90.00
008489 12/01/2023	1	Clr	01/16/2024	DESCON, INC.	FS/PRINCE/BANNER	632.50
008490 12/01/2023	1	Clr	01/16/2024	GREAT LAKES COCA-COLA DISTRIBU	FS/PRINCE/PRODUCT	706.90
008491 12/01/2023	1	Clr	01/16/2024	MESSA	DECEMBER 2023 BILL/FS STAFF	2,064.22
008492 12/01/2023	1	Clr	01/16/2024	PRAIRIE FARMS DAIRY	FS/PRINCE/FOOD	7,596.80
008493 12/01/2023	1	Clr	01/16/2024	ROB LEPLEY	FS/FOOD SERVICE TRUCK	530.62
008494 12/01/2023	1	Clr	01/16/2024	SET-SEG	2023 BILLING/FS STAFF	141.62
008495 12/01/2023	1	Clr	01/16/2024	UNUM LIFE INSURANCE	DEC 2023 BILL/FS STAFF	45.50
008496 12/01/2023	1	Clr	01/16/2024	VAN EERDEN FOOD SERVICE COMPA	FS/FOOD AND PRODUCT	28,349.49
008497 12/07/2023	1	Clr	01/16/2024	ADN ADMINISTRATORS INC	REPLENISH CLAIMS PAID 11/30/23	75.00
008498 12/14/2023	1	Clr	01/16/2024	AMERICAN SPEEDY PRINTING CENTE	FS/PRINCE/COLOR PAPER	294.50
008499 12/14/2023	1	Opn		DESCON, INC.	FS/PRINCE/TROJAN CAFE SIGN	632.50
008500 12/14/2023	1	Clr	01/16/2024	PRAIRIE FARMS DAIRY	FS/PRINCE/FOOD	5,731.37
008501 12/14/2023	1	Opn		RYANS REFRIGERATION, LLC	FS/PRINCE/CE FRIDGE MAINTENANCE	531.15
008502 12/14/2023	1	Clr	01/16/2024	VAN EERDEN FOOD SERVICE COMPA	FS/PRINCE/FOOD & PAPER PURCHASE	36,970.67
008503 12/14/2023	1	Clr	01/16/2024	WAKELAND OIL	FS/PRINCE/GAS	173.46
008504 12/20/2023	1	Clr	01/16/2024	AMERICAN SPEEDY PRINTING CENTE	FS/PRINCE/MENU	256.00
008505 12/20/2023	1	Opn		MANNING, JEANNETTE	SERVICE/MILEAGE/MANNING	36.68
008506 12/20/2023	1	Clr	01/16/2024	MESSA	JANUARY 2024 BILL/FS STAFF	2,136.28
008507 12/20/2023	1	Opn		OWOSSO PUBLIC SCHOOLS	FS/HARTMAN/WEAR	426.50
008508 12/20/2023	1	Clr	01/16/2024	PRAIRIE FARMS DAIRY	SERVICE/PRINCE/FOOD	3,541.76
008509 12/20/2023	1	Clr	01/16/2024	UNUM LIFE INSURANCE	DEC 2023 BILL/FS STAFF	45.50
008510 12/20/2023	1	Clr	01/16/2024	VAN EERDEN FOOD SERVICE COMPA	FS/PRINCE/FOOD & PAPER PURCHASE	17,285.44
008511 01/04/2024	1	Opn		PRAIRIE FARMS DAIRY	FS/UNDERPAID INVOICE DUE TO NUMBER RE	18.00
008512 01/04/2024	1	Opn		SET-SEG	JAN 2024 BILLING/FS STAFF	141.62
008513 01/11/2024	1	Opn		AMERICAN SPEEDY PRINTING CENTE	FS/PRINCE/MENUS	44.00
008514 01/11/2024	1	Opn		FD HAYES ELECTRIC CO.	FS/PRINCE/LABOR	384.00
008515 01/11/2024	1	Opn		LANSING SANITARY SUPPLY INC.	FS/PRINCE/CLEANING	385.48
008516 01/11/2024	1	Opn		PRAIRIE FARMS DAIRY	FS/PRINCE/FOOD	4,148.57
008517 01/11/2024	1	Opn		VAN EERDEN FOOD SERVICE COMPA	FS/PRINCE/FOOD+PAPER	26,448.68
008518 01/18/2024	1	Opn		GREAT LAKES COCA-COLA DISTRIBU	FS/PRINCE/FOOD PURCHASE	580.40
008519 01/18/2024	1	Opn		PRAIRIE FARMS DAIRY	FS/PRINCE/FOOD PURCHASE	4,080.33
008520 01/18/2024	1	Opn		VAN EERDEN FOOD SERVICE COMPA	FS/PRINCE/FOOD+PAPER	21,727.70
Total of All Checks						224,268.97
Less Voids						0.00
Grand Total						224,268.97



Check Register

Owosso Public Schools

Bank Account SF_1, From 11/17/2023 to 01/18/2024

Check # / Date	Run	Status	Vendor	Invoice Description	Amount
601025 12/07/2023	1	Clr 01/16/2024	PERRIN CONSTRUCTION CO. INC.	SF/HENDRICKSON/GYM RENOVATION	139,214.58
601026 12/07/2023	1	Clr 01/16/2024	SPICER GROUP INC.	SF/WITT/PROF MANAGEMENT FEES	600.00
601027 01/04/2024	1	Opn	SPICER GROUP INC.	SF/PROJECT MANAGER AND PERMIT	325.00
601028 01/18/2024	1	Opn	PERRIN CONSTRUCTION CO. INC.	SF/HENDRICKSON/GYM RENO	70,506.40
Total of All Checks					210,645.98
Less Voids					0.00
Grand Total					210,645.98

Check Summary

Check Status	Count	Amount
Open	2	70,831.40
Cleared	2	139,814.58
Void	0	0.00
Total	4	210,645.98

Financials

OWOSSO PUBLIC SCHOOLS
BOARD OF EDUCATION
 January 24, 2024
 Report 23-82

Statement of Deposits and Investments
As of 12/31/23
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	\$ 363,379	\$ 26,608	\$ 5,208	\$ 959	\$ 314,468	\$ 710,621
Investments	6,796,484		2,942,777	49,149	553,902	10,342,311
Total Deposits and Investments	\$ 7,159,863	\$ 26,608	\$ 2,947,984	\$ 50,108	\$ 868,369	\$ 11,052,932

	General Fund	School Service	Sinking Fund and CPF	Capital Projects Bond Fund	Debt Service Fund	Total
Detail of Deposits and Investments						
Cash on hand	\$ 363,379	\$ 26,608	\$ 5,208	\$ 959	\$ 314,468	\$ 710,621
Petty Cash on hand	-	504	-	-	-	-
Total Cash on hand	\$ 363,379	\$ 27,112	\$ 5,208	\$ 959	\$ 314,468	\$ 395,699
Chemical Bank Savings Account	\$ 6,863	-	\$ 108	-	-	\$ 6,971
Mich Class Investment	6,796,484	-	2,942,777	49,149	553,902	\$ 10,342,311
Total Investments	\$ 6,803,347	\$ -	\$ 2,942,885	\$ 49,149	\$ 553,902	\$ 10,349,282
Total Deposits and Investments	\$ 7,166,726	\$ 27,112	\$ 2,948,093	\$ 50,108	\$ 868,369	\$ 11,060,407

H:\Financial Reports\Monthly23-24\JANUARY 24 BOARD REPORTS.xlsx\Combined P&L - Budg. & Act.

OWOSSO PUBLIC SCHOOLS

BOARD OF EDUCATION

January 24, 2024

Report 23 82

Combined Statement of Revenue, Expenditures, and Fund Balance
General, School Service, and Capital Projects Funds
As of 12/31/23
 Unaudited

	General Fund			School Service Fund			Sinking fund and Capital Projects fund		
	ORIGINAL BUDGET	YTD Actual	Over (Under) Budget	ORIGINAL BUDGET	YTD Actual	Over (Under) Budget	ORIGINAL BUDGET	YTD Actual	Over (Under) Budget
REVENUE									
Local sources	4,052,334	468,958	(3,583,376)	59,385	47,958	(11,427)	1,361,096	246,497	(1,114,599)
State sources	31,414,436	8,984,993	(22,429,443)	69,246	64,597	(4,649)	42,236	-	(42,236)
Federal sources	6,078,446	175,914	(5,902,532)	1,953,168	336,251	(1,616,917)	-	-	-
Interdistrict sources-RESD	1,049,356	79,724	(969,632)	-	-	-	-	-	-
Interdistrict sources-transfers in and other sources									
Total revenue and other sources	\$ 42,594,572	\$ 9,709,598	\$ (32,884,983)	2,081,799	451,806	(1,632,993)	1,403,332	246,497	(1,156,835)
EXPENDITURES									
INSTRUCTION									
BASIC PROGRAMS:									
ELEMENTARY	8,384,208	2,688,027	(5,696,181)						
MIDDLE SCHOOL	3,757,923	1,264,675	(2,493,248)						
HIGH SCHOOL	4,857,145	1,546,858	(3,310,287)						
ALTERNATIVE EDUCATION	470,342	198,998	(271,344)						
PRESCHOOL	213,293	59,668	(154,625)						
PRESCHOOL (MICHIGAN READINESS/START UP) GR	327,453	179,399	(148,055)						
TOTAL BASIC PROGRAMS	\$ 18,010,364	\$ 6,146,623	\$ (11,863,741)						
ADDED NEEDS:									
SPECIAL EDUCATION	4,058,305	1,385,335	(2,672,970)						
VOCATIONAL EDUCATION	749,811	223,245	(526,566)						
AT RISK GRANT	1,720,355	551,682	(1,168,673)						
ROBOTICS	6,609	1,323	(5,286)						
EARLY LITERACY GRANT/LITERACY COACH	212,176	45,367	(166,809)						
GRANT - DATA COLLECTION	1,065,597	283,050	(782,547)						
TITLE I GRANT, TAG FUNDING									
ESSER GRANTS (ESSER II,III/ARP HOMELESS, AND	4,719,257	806,375	(3,912,882)						
23B FUNDS)	28,254	49	(28,205)						
CHILDCARE GRANTS, HRA GRANT, 310 GRANT	7,566,78	159,883	(7,406,900)						
STATE SAFETY, SRO, MENTAL HEALTH GRANTS									
TOTAL ADDED NEEDS	\$ 13,317,042	\$ 3,456,309	\$ (9,860,733)						
CONTINUING EDUCATION:									
ADULT EDUCATION	205,471	25	(205,446)						
TOTAL CONTINUING EDUCATION	\$ 205,471	\$ 25	\$ (205,446)						
TOTAL INSTRUCTION	\$ 31,532,877	\$ 9,602,956	\$ (21,929,921)						
SUPPORTING SERVICES									
PUPIL SERVICES:									
GUIDANCE SERVICES	394,504	145,714	(248,790)						
TOTAL PUPIL SERVICES	\$ 394,504	\$ 145,714	\$ (248,790)						
INSTRUCTIONAL SERVICES:									
TITLE II, PART A AND TITLE IV, IDEA GRANT	286,199	36,629	(249,570)						
IMPROVEMENT OF INSTRUCTION	420,131	129,851	(290,280)						
MEDIA SERVICES	170,894	73,244	(97,650)						
COORDINATION OF SERVICES	220,034	88,927	(131,107)						
ASSESSMENTS	24,588		(24,588)						
TOTAL INSTRUCTIONAL SERVICES	\$ 1,121,846	\$ 328,651	\$ (793,195)						
GENERAL ADMINISTRATION:									
BOARD OF EDUCATION	124,086	125,988	1,902						
EXECUTIVE ADMINISTRATION	457,291	226,106	(231,185)						
TOTAL GENERAL ADMINISTRATION	\$ 681,377	\$ 352,094	\$ (329,283)						
SCHOOL ADMINISTRATION:									
SCHOOL ADMINISTRATION	2,880,378	1,323,117	(1,567,261)						
TOTAL SCHOOL ADMINISTRATION	\$ 2,880,378	\$ 1,323,117	\$ (1,567,261)						

Awarding Contracts for ERATE Projects

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
January 24, 2024
Report 23-83

FOR ACTION

Subject:

Awarding of the contracts for ERATE Projects (Network Switch Upgrade, and Wi-Fi Upgrade)

Recommendation:

Recommend that the Board authorize the Superintendent to contract with Vector Tech Group in an amount not to exceed \$579,867.11 for which the District would be responsible for 15% of the total, equating to \$86,980.06 for both ERATE projects (Network Switch Upgrade and Wi-Fi Upgrade).

Statement of Purpose/Issue:

To award the contract for the above referenced projects based on bids that were submitted on December 13, 2023.

Facts/Statistics:

This project aims to update our wired and wireless internet infrastructure, ensuring fast and reliable internet connections for both students and staff. ERATE is a Federal Program that provides funding for schools to cover the costs of such upgrades. Funding scales are determined by need, and our allocation is 85%. The District will be responsible for the remaining 15% of the project cost. This funding operates on a five-year cycle, and as this is the fifth year, it is crucial to utilize the funds, as any unspent money will be forfeited. While ERATE funds are typically renewed, there is no guarantee of future funding.

We solicited two Request for Proposals (RFPs) – one for Network Switch Upgrades and another for Wi-Fi Upgrades. The decision to bifurcate the project into two RFPs was strategic, aimed at securing the most competitive pricing through potential multiple vendor bids for the same manufacturer. In adherence to ERATE rules, we are obligated to entertain bids from all vendors and manufacturers, and our selection process is guided by a devised weighted scale, a copy of which is attached.

After a thorough evaluation, Vector Tech Group, formerly recognized as SPI, emerged as the successful bidder for both RFPs. Our engagement with Vector Tech Group dates back to the 2017 ERATE year, and they have consistently served as our trusted vendor for all Wireless and Wired Network equipment. Notably, they presented the most competitive bid for the Network Switch RFP and were the optimal choice for the Wi-Fi Upgrades RFP, considering that the two lower bidders lacked compatibility with our chosen Switch Manufacturer.

In the case of the Network Switch Upgrades RFP, we received a total of seven bids, with two submissions being disqualified due to incomplete information. Vector Tech Group secured the position of the lowest qualified bidder. Meanwhile, for the Wi-Fi Upgrade RFP, four bids were received, and despite Auxiom being the lowest bidder, their equipment was not deemed suitable for integration with the existing infrastructure, leading to the selection of Vector Tech Group for this aspect of the project.

Motion

Seconded

Vote – Ayes

Nays

Motion

OPS - Network Switch Upgrade RFP Bid Evaluation

Factor	Points available	Auxiom LLC	Charter Technologies	People Driven Technologies	Vector Tech	Net Solutions LLC
Price of the eligible products and services	50	40	20	30	50	10
Prior experience with the Vendor	25	0	0	0	25	0
Local or in-state vendor	25	25	25	25	25	25
Total	100	65	45	55	100	35

Disqualified Vendors	Reason
Teoma Systems	They only bid part of the equipment
Questivity	They only bid part of the equipment

Vector Tech	\$ 354,443.98
Auxiom LLC	\$ 374,604.64
People Driven Technologies	\$ 671,973.44
Charter Technologies	\$ 715,754.00
Net Solutions LLC	\$ 968,443.00

OPS - Wifi Upgrade RFP Bid Evaluation

Factor	Points available	Auxiom	Vector Tech	People Driven Technologies	Net Solutions LLC
Price of the eligible products and services	50	50	30	40	20
Prior experience with the Vendor	25	0	25	0	0
Local or in-state vendor	25	25	25	25	25
Total	100	75	80	65	45

Auxiom	\$ 218,478.00
People Driven Technologies	\$ 223,268.12
Vector Tech	\$ 225,423.13
Net Solutions LLC	\$ 522,354.00



We have prepared a quote for you

**Owosso Public Schools – ERATE 2024 CONTRACT –
240004357**

Quote # 025727
Version 1

Prepared for:
Owosso Public Schools Washington
Campus

Prepared by:
Alan Daron

Monday, January 15, 2024

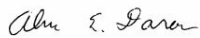
Owosso Public Schools Washington Campus
Joe Watson
645 Alger St.
Owosso, MI 48867
watson@owosso.k12.mi.us

Dear Joe,

Vector Tech Group is pleased to present this contract for your school. We look forward to partnering with you to provide customizable technology solutions depending on the needs and expectations that are unique to your organization. In this proposal, we will present a brief overview of our solutions offerings.

Vector Tech Group is the leader in on-demand technology solutions. Since 1991, we have been offering customizable technology solutions to meet our clients' short-term and long-term needs. We provide our clients with the expertise, reliability, and flexibility that is required within your technology environment.

Thank you again for allowing Vector Tech Group the opportunity to be your technology partner. We hope you will find that our services, knowledge, and flexibility are just what you are looking for in a technology partner. If you have any questions, please do not hesitate to contact me.

A handwritten signature in cursive script that reads "Alan E. Daron".

Alan Daron
Director of Education Sales
Vector Tech Group

Network Switches-HS-MS

Qty	Description	Price	Ext. Price
1	MDF	\$0.00	\$0.00
1	RUCKUS ICX 8200 Switch, 16×1/10GbE SFP+ ports, 8×25 GbE SFP28 stacking/uplink-ports, three-year remote TAC support. Power cord not included. TAA	\$4,150.00	\$4,150.00
1	Switch management license for SZ-100/vSZ 5.X/SZ300, 1 Ruckus ICX switch (FOR NEW FX SWITCHES)	\$65.00	\$65.00
5	RUCKUS ICX 8200 Switch, 48×10/100/1000 Mbps PoE+ ports, 4×25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA	\$3,250.00	\$16,250.00
1	POWER CORD, US	\$30.00	\$30.00
6	25GE SFP28 DAC, PASSIVE, 1M RUCKUS COMPATIBLE E25G-SFP28-TWX-P-0101 SFP28	\$106.00	\$636.00
1	IDF 1	\$0.00	\$0.00
8	RUCKUS ICX 8200 Switch, 48×10/100/1000 Mbps PoE+ ports, 4×25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA RUCKUS ICX 8200 Switch, 48×10/100/1000 Mbps PoE+ ports, 4×25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. (ICX8200-48PF)	\$3,250.00	\$26,000.00
8	25GE SFP28 DAC, PASSIVE, 1M	\$106.00	\$848.00
1	IDF 2	\$0.00	\$0.00
10	RUCKUS ICX 8200 Switch, 48×10/100/1000 Mbps PoE+ ports, 4×25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA	\$3,250.00	\$32,500.00
10	25GE SFP28 DAC, PASSIVE, 1M	\$106.00	\$1,060.00
1	IDF 3	\$0.00	\$0.00
5	RUCKUS ICX 8200 Switch, 48×10/100/1000 Mbps PoE+ ports, 4×25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA	\$3,250.00	\$16,250.00
5	25GE SFP28 DAC, PASSIVE, 1M	\$106.00	\$530.00
1	IDF 4	\$0.00	\$0.00

Network Switches-HS-MS

Qty	Description	Price	Ext. Price
2	RUCKUS ICX 8200 Switch, 48x10/100/1000 Mbps PoE+ ports, 4x25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA	\$3,250.00	\$6,500.00
2	25GE SFP28 DAC, PASSIVE, 1M	\$106.00	\$212.00
1	IDF 5	\$0.00	\$0.00
5	RUCKUS ICX 8200 Switch, 48x10/100/1000 Mbps PoE+ ports, 4x25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA	\$3,250.00	\$16,250.00
5	25GE SFP28 DAC, PASSIVE, 1M	\$106.00	\$530.00
1	IDF 6	\$0.00	\$0.00
3	RUCKUS ICX 8200 Switch, 48x10/100/1000 Mbps PoE+ ports, 4x25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA	\$3,250.00	\$9,750.00
3	25GE SFP28 DAC, PASSIVE, 1M	\$106.00	\$318.00
1	IDF 7	\$0.00	\$0.00
1	RUCKUS ICX 8200 Switch, 48x10/100/1000 Mbps PoE+ ports, 4x25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA	\$3,250.00	\$3,250.00
1	NOTES: WE WILL REUSE THE EXISTING POWER CORDS AND OPTICS. Existing switch licenses will be re-used	\$0.00	\$0.00
		Subtotal	\$135,129.00

Network Switches-OCE

Qty	Description	Price	Ext. Price
1	MDF	\$0.00	\$0.00
2	RUCKUS ICX 8200 Switch, 16x1/10GbE SFP+ ports, 8x25 GbE SFP28 stacking/uplink-ports, three-year remote TAC support. Power cord not included. TAA	\$4,150.00	\$8,300.00
2	Switch management license for SZ-100/vSZ 5.X/SZ300, 1 Ruckus ICX switch (FOR NEW FX SWITCHES)	\$65.00	\$130.00

Network Switches-OCE

Qty	Description	Price	Ext. Price
7	RUCKUS ICX 8200 Switch, 48x10/100/1000 Mbps PoE+ ports, 4x25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA	\$3,250.00	\$22,750.00
2	POWER CORD, US	\$30.00	\$60.00
9	25GE SFP28 DAC, PASSIVE, 1M	\$106.00	\$954.00
1	IDF 1	\$0.00	\$0.00
1	RUCKUS ICX 8200 Switch, 48x10/100/1000 Mbps PoE+ ports, 4x25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA	\$3,250.00	\$3,250.00
1	NOTES: WE WILL REUSE THE EXISTING POWER CORDS AND OPTICS. Existing switch licenses will be re-used	\$0.00	\$0.00
		Subtotal	\$35,444.00

Network Switches-OBE

Qty	Description	Price	Ext. Price
1	MDF	\$0.00	\$0.00
3	RUCKUS ICX 8200 Switch, 48x10/100/1000 Mbps PoE+ ports, 4x25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA	\$3,250.00	\$9,750.00
3	25GE SFP28 DAC, PASSIVE, 1M	\$106.00	\$318.00
1	IDF 1	\$0.00	\$0.00
2	RUCKUS ICX 8200 Switch, 48x10/100/1000 Mbps PoE+ ports, 4x25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA	\$3,250.00	\$6,500.00
2	25GE SFP28 DAC, PASSIVE, 1M	\$106.00	\$212.00
1	NOTES: WE WILL REUSE THE EXISTING POWER CORDS AND OPTICS. Existing switch licenses will be re-used	\$0.00	\$0.00
		Subtotal	\$16,780.00

Network Switches-OBR

Qty	Description	Price	Ext. Price
1	MDF	\$0.00	\$0.00
1	RUCKUS ICX 8200 Switch, 16x1/10GbE SFP+ ports, 8x25 GbE SFP28 stacking/uplink-ports, three-year remote TAC support. Power cord not included. TAA	\$4,150.00	\$4,150.00
1	Switch management license for SZ-100/vSZ 5.X/SZ300, 1 Ruckus ICX switch (FOR NEW FX SWITCHES)	\$65.00	\$65.00
4	RUCKUS ICX 8200 Switch, 48x10/100/1000 Mbps PoE+ ports, 4x25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA	\$3,250.00	\$13,000.00
5	25GE SFP28 DAC, PASSIVE, 1M	\$106.00	\$530.00
1	POWER CORD, US	\$30.00	\$30.00
1	IDF 1	\$0.00	\$0.00
2	RUCKUS ICX 8200 Switch, 48x10/100/1000 Mbps PoE+ ports, 4x25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA	\$3,250.00	\$6,500.00
2	25GE SFP28 DAC, PASSIVE, 1M	\$106.00	\$212.00
1	IDF 2	\$0.00	\$0.00
2	RUCKUS ICX 8200 Switch, 48x10/100/1000 Mbps PoE+ ports, 4x25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA	\$3,250.00	\$6,500.00
2	25GE SFP28 DAC, PASSIVE, 1M	\$106.00	\$212.00
1	IDF 3	\$0.00	\$0.00
3	RUCKUS ICX 8200 Switch, 48x10/100/1000 Mbps PoE+ ports, 4x25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA	\$3,250.00	\$9,750.00
3	25GE SFP28 DAC, PASSIVE, 1M	\$106.00	\$318.00
1	IDF 4	\$0.00	\$0.00
1	RUCKUS ICX 8200 Switch, 48x10/100/1000 Mbps PoE+ ports, 4x25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA	\$3,250.00	\$3,250.00
1	NOTES: WE WILL REUSE THE EXISTING POWER CORDS AND OPTICS. Existing switch licenses will be re-used	\$0.00	\$0.00
		Subtotal	\$44,517.00

Network Switches-OEM

Qty	Description	Price	Ext. Price
1	MDF	\$0.00	\$0.00
1	RUCKUS ICX 8200 Switch, 16x1/10GbE SFP+ ports, 8x25 GbE SFP28 stacking/uplink-ports, three-year remote TAC support. Power cord not included. TAA	\$4,150.00	\$4,150.00
1	Switch management license for SZ-100/vSZ 5.X/SZ300, 1 Ruckus ICX switch (FOR NEW FX SWITCHES)	\$65.00	\$65.00
4	RUCKUS ICX 8200 Switch, 48x10/100/1000 Mbps PoE+ ports, 4x25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA	\$3,250.00	\$13,000.00
5	25GE SFP28 DAC, PASSIVE, 1M	\$106.00	\$530.00
1	POWER CORD, US	\$30.00	\$30.00
1	IDF 1	\$0.00	\$0.00
4	RUCKUS ICX 8200 Switch, 48x10/100/1000 Mbps PoE+ ports, 4x25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA	\$3,250.00	\$13,000.00
4	25GE SFP28 DAC, PASSIVE, 1M	\$106.00	\$424.00
1	IDF 2	\$0.00	\$0.00
1	RUCKUS ICX 8200 Switch, 48x10/100/1000 Mbps PoE+ ports, 4x25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA	\$3,250.00	\$3,250.00
1	NOTES: WE WILL REUSE THE EXISTING POWER CORDS AND OPTICS. Existing switch licenses will be re-used	\$0.00	\$0.00
Subtotal			\$34,449.00



Network Switches-OWA

Qty	Description	Price	Ext. Price
1	MDF	\$0.00	\$0.00
2	RUCKUS ICX 8200 Switch, 16x1/10GbE SFP+ ports, 8x25 GbE SFP28 stacking/uplink-ports, three-year remote TAC support. Power cord not included. TAA	\$4,150.00	\$8,300.00

Network Switches-OWA

Qty	Description	Price	Ext. Price
2	Switch management license for SZ-100/vSZ 5.X/SZ300, 1 Ruckus ICX switch (FOR NEW FX SWITCHES)	\$65.00	\$130.00
5	RUCKUS ICX 8200 Switch, 48x10/100/1000 Mbps PoE+ ports, 4x25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA	\$3,250.00	\$16,250.00
2	POWER CORD, US	\$30.00	\$60.00
7	25GE SFP28 DAC, PASSIVE, 1M	\$106.00	\$742.00
1	IDF 1	\$0.00	\$0.00
2	RUCKUS ICX 8200 Switch, 48x10/100/1000 Mbps PoE+ ports, 4x25 GbE SFP28 stacking/uplink-ports, 740 W PoE budget, three-year remote TAC support. Power cord not included. TAA	\$3,250.00	\$6,500.00
1	25GE SFP28 DAC, PASSIVE, 1M	\$106.00	\$106.00
1	NOTES: WE WILL REUSE THE EXISTING POWER CORDS AND OPTICS. Existing switch licenses will be re-used	\$0.00	\$0.00
		Subtotal	\$32,088.00

UPS's

Qty	Description	Price	Ext. Price
17	"N1C.L1500 — L-Series 1500VA 120VAC Power Rating: 1500VA / 1350W Topology: Online Double Conversion Input/output Voltage: 120VAC/120VAC Frequency: 50/60 Hz Autosensing Input: 5 ft. detachable NEMA 5-15P to IEC C13 cord Outputs: (6) NEMA 5-15R Dimensions:	\$1,650.00	\$28,050.00
6	"N1C.L3000 — L-Series 3000VA 120VAC Power Rating: 3000VA / 2700W Topology: Online Double Conversion Input/output Voltage: 120VAC/120VAC Frequency: 50/60 Hz Autosensing Input: 5 ft. NEMA L5-30P - Outputs: (4) NEMA 5-15/20R, (1) NEMA L5-30R Dimensions: 3.4" 	\$2,800.00	\$16,800.00
6	PDU Metered 120V 30A 5-15/20R 24 Outlet L5-30P Vertical 0URM 	\$357.00	\$2,142.00
1	Shipping	\$400.00	\$400.00
		Subtotal	\$47,392.00

BOND

Qty	Description	Price	Ext. Price
1	Performance Bond	\$8,644.98	\$8,644.98
		Subtotal	\$8,644.98

Owosso Public Schools – ERATE 2024 CONTRACT – 240004357



Prepared by:

Vector Tech Group

Alan Daron
 8102021029
 Fax (989)455-4031
 alandaron@vectortechgroup.com

Prepared for:

Owosso Public Schools Washington Campus

645 Alger St.
 Owosso, MI 48867
 Joe Watson
 (989) 729-5681
 watson@owosso.k12.mi.us

Quote Information:

Quote #: 025727

Version: 1
 Delivery Date: 01/15/2024
 Expiration Date: 01/31/2024

Quote Summary

Description	Amount
Network Switches-HS-MS	\$135,129.00
Network Switches-OCE	\$35,444.00
Network Switches-OBE	\$16,780.00
Network Switches-OBR	\$44,517.00
Network Switches-OEM	\$34,449.00
Network Switches-OWA	\$32,088.00
UPS's	\$47,392.00
BOND	\$8,644.98
Total:	\$354,443.98

By electronically signing you are agreeing to all aspects of this proposal agreement including the attached MSA, Scope of work, any and all terms and conditions, non-disclosures or any other attachments.

Taxes, shipping, handling, late fees and any other fees may apply. Vector reserves the right to cancel orders arising from pricing or other errors.

Vector Tech Group

Owosso Public Schools Washington
Campus

Signature: Alan E. Daron

Signature: _____

Name: Alan Daron

Name: Joe Watson

Title: Director of Education Sales

Date: _____

Date: _____

2024 Erate Contract & Terms

RECITALS:

- A. Whereas, Buyer is applying for federal funding from the Schools and Library Division (SLD) of the Universal Service Administration Corporation (USAC), a nonprofit corporation, for the Universal Service Fund E-Rate Program FY24 (2024-20245 discounts ("E-Rate Funding") to enable it to purchase the products and services in this contract for its school district.
- B. Whereas, Seller is a distributor of the products and services in this contract. (Exhibit A – "Seller's Proposal")
- C. Whereas, the Buyer accepted the quote via email on xx/xx/2024 in the amount of \$xx,xxx.00.
- D. Whereas, the Seller will supply the items on the Proposal with the quantities and prices quote. If the certified 471 doesn't match or if USAC rejects a line item, the Buyer will be responsible for payment.

Therefore, for and in consideration of the foregoing Recitals, the mutual covenants set forth below and other good and valuable consideration the receipt and sufficiency of which are acknowledged, Buyer and Seller agree as follows:

1. Conditional Agreement Contingent Upon

This is a Conditional Agreement and the obligations of either party as set forth herein are entirely conditional upon Seller receiving written notification in the form of a Funding Commitment Decision Letter (FCDL) from the SLD-USAC that Buyer has been approved for E-Rate Funding. In addition, The **FCC Form 486** must be filed to notify USAC of initial service start dates and **authorize the payment of invoices** from your service provider(s) Also, if Buyer receives less than the full E-Rate Funding for which it applies, the Buyer has the right to reduce the number of units and services in "Seller's Proposal" that Buyer purchases. In the event that E-Rate Funding is not available for the attached Proposal, Buyer and Seller may cancel and/or modify this Agreement

2. Items and Services To Be Purchased

If Buyer receives written notification that it has been approved for full E-Rate Funding for which it applied, Buyer agrees to purchase from the Seller WIRELESS NETWORK ELECTRONICS at the stated/quoted price(s) for items listed in Seller's Proposal. If Buyer receives less than the full E-Rate Funding for which it applies, Buyer has the right to reduce the number of units and services in Proposal that it purchases. If a change in the scope of work results, the Seller has the right to renegotiate the service portion of the Proposal in order for Buyer to meet budget requirements.

3. Variations From Specifications

If Buyer reduces the amount or quantity of units and services it purchases, the unit pricing, as specified in Seller's Proposal, will remain the same. Seller shall notify Buyer in writing of any manufacturer substitutions in the original Seller's Proposal prior to delivery and installation.

4. Product and Services Delivery and Installation

Seller agrees that in no event will orders be placed by Seller until after it receives a Funding Commitment Decision Letter and notification of a form 486 filed. In the event the FCDL states that Buyer receives less than the full E-Rate Funding, Seller agrees that no orders will be placed until Buyer has confirmed in writing the number of units and services it wishes to purchase. Lead times for product delivery and installation are to be quoted by Seller to Buyer upon receipt of the FCDL by the Seller.

5. Tender Of Payment

Upon receipt of the Funding Commitment Decision Letter from USAC, Buyer shall issue a purchase order for the non-discounted portion in excess of the E-Rate Funding promised by the USAC. The Seller will submit progress invoices to USAC for the E-Rate Funding promised in the FDCL. The initial invoice to USAC will be on the day equipment is

delivered to Seller for staging. Seller will invoice USAC for final payment upon completion of the project. Any extras and/or out of scope services will be the sole responsibility of the Buyer, payable in Net 30 days.

Vector Tech Group SPIN: 143049512

MSA

MASTER SERVICE AGREEMENT

This Master Service Agreement (“MSA”) has been made and entered into on this January 15, 2024 (“Effective Date”) by and between SOLUTIONS PLUS (+) CONSULTING, INC. d/b/a VECTOR TECH GROUP (“VECTOR TECH GROUP”), and Owosso Public Schools Washington Campus (“CUSTOMER”), for the purpose of VECTOR TECH GROUP and/or its affiliates providing CUSTOMER services as set forth in one or more Scope(s) of Work, which shall be deemed incorporated by reference and made part of this MSA.

DEFINITIONS:

- (a) “Cloud Solutions Platform” means a platform that provides fully managed cloud services.
- (b) “Cyber Security Platform” means a platform that may include a range of cyber security solutions, including SIEM monitoring, threat assessment programs, network assessments, and PPII training.
- (c) “Hardware Service” means the provisioning of tools, machinery, and other equipment to CUSTOMER for technology solutions.
- (d) “Managed Service Platform” means a platform that provides endpoint and firewall protection, provides antivirus software, and/or actively manages remote client programs.
- (e) “Scope of Work” means the order prepared by VECTOR TECH GROUP defining the work to be done for, and platforms purchased by, CUSTOMER.
- (f) “Staffed Managed Service Platform” means a platform providing VECTOR TECH GROUP staff member(s) to CUSTOMER to facilitate the active maintenance of the Managed Service Platform.

AGREEMENT:

VECTOR TECH GROUP and CUSTOMER agree as follows:

1. **Provision of the Service.** VECTOR TECH GROUP will provide CUSTOMER with services as described in the Scope(s) of Work for the term of this MSA.

2. **Term and Renewal.** The term of this MSA shall commence as of the Effective Date and shall remain in effect for one year, unless earlier terminated in accordance with the provisions of this MSA (“Initial Term”). Following the Initial Term, this MSA shall automatically continue in full force on a month-to-month term and at then current month-to-month rates until and unless a party provides written notice of termination pursuant to this MSA (“Subsequent Term”). Nothing in this section shall prohibit VECTOR TECH GROUP and CUSTOMER from agreeing in writing to a term other than a month-to-month term following the Initial Term “Renewal Term”). This MSA governs all Initial Terms, Subsequent Terms, and Renewal terms.

3. **Payment.** All invoices are due upon receipt. Nonpayment of any invoice constitutes a material breach of this MSA and default. VECTOR TECH GROUP also reserves the right to conduct a review of CUSTOMER’S credit rating and credit history as a condition of providing or continuing to provide service.

4. **Termination; No Retention of Data.** CUSTOMER may not terminate this MSA during the Initial Term. CUSTOMER may terminate this MSA at the end of or following the Initial Term for any reason with 90 days’ prior written notice to VECTOR TECH GROUP. VECTOR TECH GROUP may terminate this MSA or any Scope of Work, in whole or in part, or suspend service at any time upon: (i) any failure of CUSTOMER to timely pay any and all amounts due hereunder (ii) any breach by CUSTOMER of any provision of this MSA or any Scope of Work; (iii) any insolvency, bankruptcy, assignment for the benefit of creditors, appointment of a trustee or receiver or similar event with respect to CUSTOMER; or (iv) any governmental prohibition or required alteration of the service provided hereunder necessitating such termination. No such termination other than pursuant to subparagraph (iv) of this Section shall relieve CUSTOMER of its obligation to make payments pursuant to any Scope of Work including, without limitation, the obligation to make payments for charges accrued but unpaid as of the termination date.

Following termination of this MSA by either party, VECTOR TECH GROUP may, without further notice to CUSTOMER, erase, delete, or no otherwise no longer CUSTOMER’S data.

5. **Excusable Delay or Failure.** Neither party will be in default or otherwise liable for any outage, delay, or failure of its performance under this MSA or any Scope of Work to the extent such outage, delay, or failure arises by reason of act of God, the elements, adverse weather conditions, fire, flood, riots, strikes, accident, war, pandemic, local or national emergency, governmental requirement or any action of government in its sovereign capacity, act of civil or military authority, supplier action or inaction, inability to secure materials, labor or transportation, or any other cause or circumstance, whether of a similar or dissimilar nature to the foregoing, beyond the reasonable control and without the fault or negligence of the affected party. Any such delay or failure shall suspend the MSA or any Scope of Work until the delay or failure ceases, and, if practical, the period of the MSA or Scope of Work shall be deemed extended accordingly. If any failure of performance by VECTOR TECH GROUP is for more than 30 days, then CUSTOMER may terminate without liability (other than charges accrued but unpaid up to the termination date that are applicable to the terminated Scope(s) of Work) only that portion of any Scope of Work related services so affected, upon 10 days’ prior written notice to VECTOR TECH GROUP following the failure of performance.

6. **LIMITATION OF LIABILITY AND DISCLAIMER OF WARRANTIES. EXCEPT AS OTHERWISE SET FORTH IN THIS MSA, VECTOR TECH GROUP MAKES NO WARRANTIES, REPRESENTATIONS OR OTHER AGREEMENTS, EXPRESS OR IMPLIED, TO CUSTOMER OR ANY THIRD PARTY WITH RESPECT TO THE SERVICE OR EQUIPMENT SET FORTH IN ANY SCOPE OF WORK OR OTHERWISE PROVIDED BY VECTOR TECH GROUP TO CUSTOMER, INCLUDING, WITHOUT LIMITATION, THE IMPLIED WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE OR OTHERWISE.**

VECTOR TECH GROUP IS NOT LIABLE FOR ANY DAMAGE, LOSS, OR EXPENSE OF ANY KIND ARISING OUT OF, RELATED TO, OR RESULTING FROM THE SERVICE, INCLUDING, BUT NOT LIMITED TO, DAMAGE, LOSS, OR EXPENSE RELATED TO RANSOMWARE, STOLEN DATA, OR LOST DATA UNLESS SUCH DAMAGE, LOSS, OR EXPENSE IS THE RESULT OF VECTOR TECH GROUP'S GROSS NEGLIGENCE. IN NO EVENT SHALL VECTOR TECH GROUP BE LIABLE FOR SPECIAL, INCIDENTAL, CONSEQUENTIAL, INDIRECT, OR PUNITIVE DAMAGES INCLUDING, WITHOUT LIMITATION, LOSS OF REVENUE OR PROFIT OR ANY OTHER BUSINESS LOSS INCLUDING GOODWILL, LOSS OF USE OF ANY PROPERTY, COST OF SUBSTITUTE PERFORMANCE, EQUIPMENT OR SERVICES, DOWNTIME COSTS AND CLAIMS OF CUSTOMER. THE FOREGOING LIMITATIONS APPLY TO ALL CAUSES OF ACTION AND CLAIMS OF ANY KIND ARISING OUT OF OR RELATED TO THIS MSA OR ANY SCOPE OF WORK. CUSTOMER ACKNOWLEDGES AND ACCEPTS THE REASONABLENESS OF THE FOREGOING DISCLAIMERS AND LIMITATIONS OF LIABILITY. FOR PURPOSES OF THIS SECTION, ALL REFERENCES TO VECTOR TECH GROUP SHALL INCLUDE ITS RESPECTIVE AFFILIATES, AGENTS, OFFICERS, DIRECTORS, SHAREHOLDERS, MEMBERS, EMPLOYEES, AND ASSIGNS.

7. **ASSUMPTION OF RISK.** FROM TIME TO TIME, VECTOR TECH GROUP MAY PROVIDE CUSTOMER WITH PLATFORMS, EQUIPMENT, OR SERVICES NOT SPECIFICALLY OUTLINED IN A SCOPE OF WORK. THE PROVISIONING OF SUCH PLATFORMS, EQUIPMENT, OR SERVICES ARE SUBJECT TO ALL TERMS OF THIS MSA.

NEITHER VECTOR TECH GROUP NOR ANY OF ITS EMPLOYEES OR AGENTS ARE CERTIFIED BY ANY AGENCY OR COMPANY AUTHORIZED TO CERTIFY BUSINESSES OR INDIVIDUALS IN THE CYBERSECURITY INDUSTRY.

8. **Indemnification.** CUSTOMER shall protect, defend, indemnify, and hold harmless VECTOR TECH GROUP, its officers, directors, employees, contractors, affiliates, and agents, from and against any and all liabilities, claims, losses, damages, expenses (including reasonable attorney's fees and costs), judgments, and causes of action arising from or related to any claim made by any of CUSTOMER'S customers or related to CUSTOMER'S willful misconduct, negligent act, omission, or other wrongful act.

9. **Equipment and Location.** CUSTOMER will not allow or cause any service, facility, or equipment of VECTOR TECH GROUP to be rearranged, moved, modified, repaired, or relocated without VECTOR TECH GROUP'S written consent. CUSTOMER will not create or allow any liens or other encumbrances to be placed on any such facilities or equipment of VECTOR TECH GROUP. If CUSTOMER relocates or changes the place of the service provided under any Scope of Work, CUSTOMER will pay all additional installation and related charges associated with such relocation. All VECTOR TECH GROUP equipment shall remain the exclusive property of VECTOR TECH GROUP and be immediately returned to VECTOR TECH GROUP upon termination of this MSA.

10. **Dispute Resolution; Time Limitation; Attorney Fees.** Any and all legal actions arising out of or related to this MSA or Scope of Work must be brought in an appropriate court in the State of Michigan. CUSTOMER agrees to submit to the jurisdiction of courts located in the State of Michigan regardless of CUSTOMER'S location.

Any and all claims or causes of action that CUSTOMER may have arising out of or related to this MSA or Scope(s) of Work must be commenced by filing a complaint in the appropriate court within one year after the claim or cause of action arose.

VECTOR TECH GROUP and CUSTOMER are responsible for their own costs and attorney fees incurred in relation to any dispute or claim, except that CUSTOMER agrees to pay any and all costs, including actual attorney fees, incurred by VECTOR TECH GROUP to collect any past-due sums under this MSA or any Scope of Work.

11. **Modification.** VECTOR TECH GROUP may, in its sole discretion and without advance notice, modify this MSA or any terms herein. CUSTOMER will be bound by the modification, which is effective and binding when VECTOR TECH GROUP notifies CUSTOMER that this MSA is modified by sending an email to the address set forth below, or at such other address as the CUSTOMER may provide in writing to VECTOR TECH GROUP to receive notices. The modification will be binding and effective regardless of whether CUSTOMER has actual notice of the modification.

12. **Non-Solicitation.** VECTOR TECH GROUP and CUSTOMER agree that during the Initial Term, any Renewal Terms, any Subsequent Terms, and for a period of 12 months following termination of this MSA they shall not, for themselves or on behalf of any other party, directly or indirectly, contact, solicit, interfere with, disrupt or attempt to disrupt, or seek to obtain for their own benefit, or for the benefit of any other party, any relationship, arrangement or contract with each other's employees, agents, and contractors. In addition, at no time during the Initial Term, any Renewal Terms, any Subsequent Terms, and for a period of 12 months following termination of this MSA shall VECTOR TECH GROUP or CUSTOMER directly or indirectly solicit or hire/engage or solicit for hire/engagement, whether for themselves or on behalf of any other party, any employee or contractor of the other party or any former employee or contractor whose employment or engagement with that party terminated during the 3 month period immediately preceding such solicitation and/or hire.

13. **Miscellaneous.**

13.1. **Governing Law.** This MSA and all Scopes of Work are deemed to be made in the State of Michigan and will be governed by the laws of the State of Michigan, without regard to choice of law provisions.

13.2. **Severability.** If a court determines that any term, covenant, condition, or provision of this MSA is illegal or the application thereof to any party to this MSA or in any circumstance shall to any extent be invalid or unenforceable, the remainder of this MSA, or the application of such term, condition, or provision to persons or in circumstances other than those with respect to which it is held invalid or unenforceable, shall not be affected thereby, and each term, condition, and provision of this MSA shall be valid and enforceable to the fullest extent permitted by law.

13.3. **Waiver.** Failure of either party to enforce any of the provisions of or its rights under this MSA, or the waiver thereof in any instance, shall not be construed as a general waiver or relinquishment of any rights.

13.4. **Third Party Beneficiaries.** The representations, covenants, obligations, rights, and agreements of the parties set forth in this MSA are not intended for, nor shall they be for the benefit of or enforceable by, any third party or person not a party to this MSA including, without limitation, CUSTOMER'S end user and customers. Under this MSA, VECTOR TECH GROUP shall have no relationship with the end user and customers to which CUSTOMER may provide service. CUSTOMER further acknowledges and agrees that no fiduciary relationship arises under this MSA or any Scope of Work.

13.5. **Notices.** Any notice given or made pursuant to this MSA or any Scope of Work will be

effective if in writing and delivered to the address set forth below or such other address as the parties may provide to one another by reputable overnight courier, by certified mail, return receipt requested, or by email.

If to VECTOR TECH GROUP

Attn:
Bill Loiacano, CEO
VECTOR TECH GROUP
9364 W. Freeland Road
Freeland, Michigan, 48623
Office: 989-695-9661
Fax: 989-695-6113
www.vectortechgroup.com

If to CUSTOMER:
Joe Watson
645 Alger St.
Owosso, MI 48867
Phone: (989) 729-5681
Email: watson@owosso.k12.mi.us

The parties have entered into this Agreement as of the day and year set forth above.

CUSTOMER	SOLUTIONS PLUS (+) CONSULTING, INC.
Owosso Public Schools Washington Campus	d/b/a VECTOR TECH GROUP

By:
Its:

By:
Its:

Bylaws Resolution

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
January 24, 2024
Report 23-84

FOR ACTION

Subject:

Bylaws Resolution

Recommendation:

Resolve that the Owosso Board of Education Adopt the Bylaws for Owosso Public Schools as presented in this resolution.

WHEREAS, the Revised School Code changes the classification of the Owosso School District from a district of the third class to a general powers district under the code, and

WHEREAS, the Revised School Code requires that a general powers school district shall adopt bylaws to establish or change Board procedures, and

WHEREAS, under the Revised School Code current board procedures, bylaws, and policies in effect on January 1, 2020, shall continue in effect until changed by an action of the Board.

THEREFORE BE IT RESOLVED, that the Owosso Board of Education shall continue to operate under existing policies and procedures.

Motion

Seconded

Vote – Ayes

Nays

Motion

Delegation of Election Duties

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
January 24, 2024
23-85

FOR ACTION

Subject:

Delegation of Election Duties

Recommendation:

Resolve that the Owosso Board of Education authorize the Superintendent of Schools or his/her designee to conduct and manage any school elections for the calendar year 2023.

Facts:

The Board secretary is responsible for the management of the school election – customarily, the Board of Education authorizes the Superintendent or his/her designee to manage school election activity. This allows for an easier flow of election procedures. However, the Board still must adopt any resolution authorizing any elections that may take place throughout the year.

Motion

Seconded

Vote – Ayes

Nays

Motion

Retainer – School Attorney

**OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
January 24, 2024
Report 23-86**

FOR ACTION

Subject:

Retainer – School Attorneys

Recommendation:

Resolve that the Owosso Board of Education retain Thrun Law Firm, P.C. as the District’s attorneys.

Facts:

Owosso Public Schools have a long-standing association with this law firm. The majority of school districts in Michigan retain the Thrun Law Firm. Thrun has proven to be a valuable resource to the Board and the Administration over the course of the relationship.

Motion
Seconded
Vote – Ayes Nays Motion

Authorization for Superintendent to Accept Resignations

**OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
January 24, 2024
Report 23 -87**

FOR ACTION

Subject:

Resignations of Professional Staff

Recommendation:

Resolve that the Board of Education authorize the superintendent or a Board designee to accept professional staff resignations on behalf of the Board.

Rationale:

The Board is the only body to hire, discharge or release professional staff. Because resignations are a formality and for the efficiency of the organization, the superintendent accepts professional staff resignations. The Board is notified of such resignations through an informational report.

Motion
Seconded
Vote – Ayes Nays Motion

Designation of Financial Institutions/Authorized Signers

**OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
January 24, 2024
Report 23-88**

FOR ACTION

Subject:

Designated Financial Institution Accounts and Authorized Signers for the calendar year 2024

Recommendation:

Resolve that the depository and withdrawal authorized signers for the Owosso Public Schools' financial and banking transactions for the 2024 calendar year be approved as presented including authorization for necessary ACH transactions and/or bank transfers.

Rationale:

Every fiscal year it is necessary for the Board to approve the authorized individuals to transact banking business for the various accounts held in the name of the District.

Facts and Statistics:

- Positions, rather than actual names, have been presented for authorization to expedite any needed changes that may occur in staffing throughout the fiscal year.
- This is a routine business item that appears before the Board on an annual basis.

Motion

Seconded

Vote – Ayes

Nays

Motion

Owosso Public School
Financial Institution Accounts and Authorized Individuals to transact
banking on behalf of the District for the specified accounts

Calendar Year 2024

HUNTINGTON BANK (EXCEPT WHERE NOTED):

ACCOUNT	AUTHORIZED SIGNERS/INITIATORS
General Account	Chief Financial Officer Board Treasurer
Payroll Account	Chief Financial Officer Board Treasurer
Sinking Fund	Chief Financial Officer Board Treasurer
Capital Projects Fund	Chief Financial Officer Board Treasurer
School Service Fund	Chief Financial Officer Board Treasurer
Debt Service Account	Chief Financial Officer Board Treasurer
Bond Capital Projects Fund	Chief Financial Officer Board Treasurer
High School Organization	Chief Financial Officer Board Treasurer
Middle School Organization	Chief Financial Officer Board Treasurer
Lincoln Organization account	Chief Financial Officer Board Treasurer Principal/Building Executive Secretary
Bryant Organization account	Chief Financial Officer Board Treasurer Principal/Building Executive Secretary
Central Organization account (Owosso PFCU)	Chief Financial Officer Board Treasurer Principal/Building Executive Secretary
Emerson Organization account (Fifth Third bank)	Chief Financial Officer Board Treasurer Principal/Building Executive Secretary
Athletic Officials	Chief Financial Officer Board Treasurer Athletic Secretary Athletic Director
Community Education/Bright Beginnings Account	Chief Financial Officer Board Treasurer
General Account Savings	Chief Financial Officer Board Treasurer
Sinking Fund Savings	Chief Financial Officer Board Treasurer

MICHIGAN CLASS ACCOUNTS:

ACCOUNT	AUTHORIZED SIGNERS/INITIATORS
General Account	Chief Financial Officer Board Treasurer
Sinking Fund	Chief Financial Officer Board Treasurer
Bond Capital Projects Fund	Chief Financial Officer Board Treasurer
Debt Service Account	Chief Financial Officer Board Treasurer
Capital Projects Fund	Chief Financial Officer Board Treasurer

SRES Designation of Representative

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
January 24, 2024
Report 23-89

FOR ACTION

Subject:

SRESB Designation of Representative Resolution

Recommendation:

Resolve that the Board of Education appoint one member of their board as a representative of the Shiawassee County School Board Executive Board and the SRESB Budget Review and Election.

Rationale:

According to Public Act 234 of 2004, it is required that a meeting be held to submit a proposed general operating fund budget of the Shiawassee Regional Education Service District (SRESB) to the constituent boards of education.

Facts:

Also pursuant to Public Act 234 of 2004, constituent Boards are required to adopt a resolution in support for or disapproval of the proposed budget. If the budget is not approved the district shall submit to Shiawassee RESB any specific objections and proposed changes the constituent district board has to the budget.

Motion

Seconded

Vote – Ayes

Nays

Motion

Thrun Policy 4108, Union Activity and Representation

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
January 24, 2024
Report 23-90

FOR ACTION

Subject:

New Policy 4108 – Union Activity and Representation

Statement of Purpose/Issue:

Resolve that the Board of Education adopt: **New Policy 4108 – Union Activity and Representation**

Facts / Statistics:

Address PERA amendments that repealed a prohibition on the voluntary deduction of union dues, service fees, and contributions to political action committees from employee wages. The policy includes optional language concerning the charging of administrative fees. This policy will replace current policy 6520 Payroll Deductions.

District Goal Addressed:

Routine Business

Motion

Seconded

Vote – Ayes

Nays

Motion

Series 4000: District Employment

4100 Employee Rights and Responsibilities

4108 *Union Activity and Representation*

The District will not engage in any of the following:

- interfere with, restrain, or coerce employees in the exercise of their rights under the Public Employment Relations Act (PERA);
- discriminate in regard to hire, terms, or other conditions of employment based on membership or non-membership in a labor organization;
- discriminate against an employee because he/she has given testimony or instituted proceedings under PERA;
- initiate, create, dominate, contribute to, or interfere with the formation or administration of any labor organization; and
- use public school resources to assist a labor organization in collecting dues or service fees from wages of public school employees, unless a collective bargaining agreement expressly permits dues or service fee deductions from wages. Upon the expiration of the collective bargaining agreement, the District is not obligated to collect labor organization dues or service fees. [Optional: Unless prohibited by a collective bargaining agreement, the District may charge an administrative fee to the labor organization for collecting and processing dues and other deductions on the organization's behalf.]

This Policy is not intended to change or alter the terms of a collective bargaining agreement between the Board and a labor organization. Collective bargaining agreement terms supersede any inconsistencies with this Policy unless contrary to state or federal law.

An employee who is subject to an investigatory interview that may result in discipline or reasonably believes that an investigatory interview may result in discipline may bring to the investigatory meeting another employee, or a union representative, if the employee is in an exclusively represented bargaining unit. If the employee's union representative of choice is not immediately available, the investigatory meeting need not be delayed and may proceed with another representative present.

The District may permit a union representative to attend other meetings, but is not obligated to do so unless required by law or by an applicable collective bargaining agreement. District administration is not required to inform an employee of the right to union representation.

An employee is not entitled to have legal representation present at an employment-related meeting with District administration unless the Superintendent or designee gives prior permission.

Legal authority: MCL 423.209, 423.210; *Janus v AFSCME, Council 31*, 138 S. Ct. 2448 (2018); *NLRB v J Weingarten, Inc*, 420 US 251 (1975)

Date adopted:

Date revised:

Thrun Policy 4207, Third Party Contracting

**OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
January 24, 2024
Report 23-91**

FOR ACTION

Subject:

New Policy 4207- Third Party Contracting

Statement of Purpose/Issue:

Resolve that the Board of Education adopt: **New Policy 4207- Third Party Contracting**

Facts / Statistics:

Address PERA amendments that removed third-party contracting of non-instructional support services and intergovernmental contracts from the prohibited bargaining subjects. This policy will replace current policy 3120.04 Employment of Substitutes, and 4120.04 Employment of Substitutes.

District Goal Addressed:

Routine Business

Motion

Seconded

Vote – Ayes

Nays

Motion

Series 4000: District Employment

4200 Employee Conduct and Ethics

4207 *Third-Party Contracting*

This Policy is not intended to change or alter the terms of a collective bargaining agreement between the Board and a labor organization. Collective bargaining agreement terms supersede any inconsistencies with this Policy unless contrary to state or federal law. Unless expressly prohibited by a collective bargaining agreement and to the maximum extent permitted by law, the Board or designee may contract with third parties as determined by the Board.

Any selected third-party contractor must fully comply with Policies [insert Board Policy #s that address Board Powers to Enter into Contracts & Background Checks for Employees, Contractors, and Volunteers].

Legal authority: MCL 380.11a(3)

Date adopted:

Date revised:

Thrun Policy 4402-R, Placement

**OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
January 24, 2024
Report 23-92**

FOR ACTION

Subject:

New Policy 4402-R- Placement

Statement of Purpose/Issue:

Resolve that the Board of Education adopt: **New Policy 4402-R- Placement**

Facts / Statistics:

Address PERA amendments making teacher placement decisions a mandatory bargaining subject and RSC Section 1248 amendments requiring clear and transparent procedures for teacher placement decisions. This policy will replace current policy 3130 Assignment and Transfer. *Adoption of this policy will not go into effect until July 1, 2024.*

District Goal Addressed:

Routine Business

Motion

Seconded

Vote – Ayes

Nays

Motion

Series 4000: District Employment

4400 Professional Staff

4402-R Placement (Effective July 1, 2024)

This Policy is not intended to change or alter the terms of a collective bargaining agreement between the Board and a labor organization. Collective bargaining agreement terms supersede any inconsistencies with this Policy unless contrary to state or federal law.

A Teacher as Defined by Revised School Code Section 1249

The appropriate placement of effective teachers is an essential component in promoting student academic growth, educational outcomes, and quality educational services. The Superintendent or designee may make teacher placement decisions at their discretion consistent with this Policy.

Placement includes, but is not limited to, assignment, transfer, or the filling of a position with current staff or newly hired teachers. For vacant positions see Paragraph C (Vacancy).

Placement does not include reduction in force or recall decisions governed by Policy [insert Board Policy # that addresses Professional Staff Layoff and Recall].

1. Consistent with Revised School Code Section 1248, teacher placement decisions shall be based on the following clear and transparent factors:
 - a. Staffing the curriculum with the most effective, certified, and qualified teachers to instruct the applicable courses, grades, and school schedule.
 - b. Appropriate certification, approval, or authorization for all aspects of the assignment. The certification, approval, or authorization, as applicable, will be determined by the Revised School Code, MDE's Teacher Certification Code, MDE's Rules for Special Education Programs and Services, and other applicable statutes and regulations.
 - c. Teacher placement decisions must be made based on teacher effectiveness criteria established in Revised School Code Section 1249 and Policy [insert Board Policy # that addresses Professional Staff Performance Evaluation].
 - d. Teacher placement decisions will be guided by the following criteria:
 - i. Retaining the most effective teachers who are certified (or otherwise approved or authorized) and qualified to instruct the courses within the curriculum, academic level(s), and department(s).

- ii. Teachers must be properly certified, approved, or authorized for all aspects of their assignments. The teacher's certification, authorization, or approval status will be:
 - A) Determined by the Revised School Code, MDE's Teacher Certification Code, MDE's Rules for Special Education Programs and Services, and other applicable statutes and regulations; and
 - B) Based on documentation on file with the Superintendent's office.
 - 1) A teacher must maintain valid certification, approval, or authorization, as applicable, and is responsible for filing a copy of the certificate, approval, or authorization with the Superintendent's office in compliance with Revised School Code Section 1532.
 - 2) If a teacher petitions for nullification of the teaching certificate or any endorsement, the teacher must promptly provide written notice of that petition to the Superintendent's office.
- iii. In addition, teachers must be fully qualified for all aspects of their assignments, as determined by the Board, based on documentation on file with the Superintendent's office, including:
 - A) Compliance with applicable state or federal regulatory standards, including standards established as a condition to receipt of foundation, grant, or categorical funding;
 - B) Credentials needed for District, school, or program accreditation;
 - C) District-provided professional development, training, and academic preparation for an instructional assignment that is anticipated to contribute to the teacher's effectiveness in that assignment and is integrated into instruction;
 - D) Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction in a meaningful way;
 - E) Disciplinary record, if any
 - F) Length of service in a grade level(s) or subject area(s);
 - G) Recency of relevant and comparable teaching assignments;
 - H) Previous effectiveness ratings;
 - I) Attendance and punctuality;
 - J) Rapport with colleagues, parents, and students;

- K) Ability to withstand the strain of teaching;
- L) Compliance with state and federal law; and
- M) Other relevant factors as determined by the Superintendent or designee.

e. Length of service may be considered as a tiebreaker if a teacher placement decision involves 2 or more teachers and all other factors distinguishing those teachers from each other are equal.

B. Placement of Non-Teaching Professionals Not Subject to Revised School Code Section 1249

If a collective bargaining agreement or individual employment contract governs the Non-Teaching Professional's employment, the Superintendent or designee will comply with the applicable language on placement.

If a collective bargaining agreement or individual employment contract does not address the placement of Non-Teaching Professionals, the Superintendent or designee is authorized to place Non-Teaching Professionals at their discretion.

C. Vacant Positions

1. Vacancies may be posted consistent with Policy [insert Board Policy # that addresses Employee Hiring and Background Checks]. The Superintendent or designee determines when a vacancy exists. Generally, a vacancy is an unassigned, open position or a newly created position which the District intends to permanently fill.
2. Vacancies may be filled by a certified and qualified internal or external candidate consistent with this Policy. The Superintendent or designee has full discretion to assign Professional Staff or contractors to cover employee absences consistent with business necessity and operational needs.

Legal authority: MCL 380.11a, 380.601a, 380.1248, 380.1249

Date adopted:

Dated revised:

Thrun Policy 4403-R, Performance Evaluation

**OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
January 24, 2024
Report 23-93**

FOR ACTION

Subject:

New Policy 4403-R - Performance Evaluation

Statement of Purpose/Issue:

Resolve that the Board of Education adopt: **New Policy 4403-R - Performance Evaluation**

Facts / Statistics:

These changes address the PERA amendments making teacher evaluations a mandatory bargaining subject and RSC Section 1249 amendments regarding teacher evaluation. This policy will replace current policy 3142 Probationary Teachers, 3220 Professional Staff Evaluations, and 3242 Professional Growth Requirements. Adoption of this policy will not go into effect until July 1, 2024

District Goal Addressed:

Routine Business

Motion

Seconded

Vote – Ayes

Nays

Motion

Series 4000: District Employment

4400 Professional Staff

4403-R Performance Evaluation (Effective July 1, 2024)

Performance evaluations are essential to provide quality educational services and to measure competency. This Policy does not diminish the Board's authority or ability to non-renew a professional staff member's contract at the end of the contract's term, consistent with applicable statutes, collective bargaining agreements, Policies, and individual employment contracts. This Policy is not intended to change or alter the terms of a collective bargaining agreement between the Board and a labor organization. Collective bargaining agreement terms supersede any inconsistencies with this Policy unless contrary to state or federal law.

A Teachers as Defined by Revised School Code Section 1249

Teachers will be evaluated pursuant to a performance evaluation system consistent with Revised School Code Section 1249 and the Teachers' Tenure Act. This performance evaluation system will include, as appropriate, the following:

1. a year-end evaluation process that meets statutory standards;
2. an evaluation tool that incorporates components required by law, including:
 - a. locally agreed-on student growth and assessment data or student learning objectives, as defined by Revised School Code Section 1249;
 - b. the teacher's performance; and
 - c. objective criteria.
3. an individualized development plan (IDP) with performance goals developed by the evaluator in consultation with the teacher and recommended training designed to improve the teacher's effectiveness for:
 - a. all probationary teachers;
 - b. teachers rated minimally effective or ineffective during the 2023-24 school year;
 - c. teachers rated needing support or developing; or
 - d. at the evaluator's discretion when performance deficiencies are noted.
4. classroom observations of at least 15 minutes each which include, at a minimum, a review of the teacher's lesson plan, the state curriculum standard used in the lesson, and pupil engagement, with appropriate written feedback and a post-observation meeting between the teacher and the school administrator conducting the observation to discuss those items;

5. a mid-year progress report, if required by law, which aligns with the teacher's individualized development plan, includes specific performance goals developed by the evaluator, and any recommended training identified by the evaluator;
6. a year-end performance evaluation effectiveness rating, of effective, developing, or needing support;
7. tenured teachers rated as highly effective or effective on the 3 most recent consecutive year-end evaluations may be evaluated [Choose one: biennially or triennially], but if the teacher is not rated as effective on one of the [Choose one: biennial or triennial] year-end evaluations, the teacher must receive year-end evaluations;
8. a mentor for teachers rated developing or needing support or for teachers in the first year of probation;
9. opportunity for a tenured teacher rated needing support on a year-end evaluation to request a review consistent with Revised School Code Section 1249;
10. a tool approved by MDE, a modified MDE tool, or a local evaluation tool if adopted in compliance with Revised School Code Section 1249 and corresponding regulations;
11. website posting of required information for the evaluation tool;
12. training on the evaluation tool for teachers and evaluators as required by law; and
13. other components that the Superintendent or designee deems relevant, important, or in the District's best interests.

If a tenured teacher is rated ineffective or needing support on 3 consecutive year-end evaluations, the teacher shall be discharged consistent with due process. The District is not precluded from discharging a teacher at other times as provided by the Teachers' Tenure Act.

If a teacher receives an unevaluated rating, the teacher's rating from the school year immediately before the designation must be used.

B. Non-Teaching Professionals Subject to the Teachers' Tenure Act

The performance evaluation system for a Non-Teaching Professional with a teaching certificate subject to the Teachers' Tenure Act must include multiple observations. An IDP will be developed during the employee's probationary period. Except during the probationary period, which must include annual evaluations, the Superintendent or designee will evaluate the employee's performance at intervals determined by the Superintendent or designee. The

Superintendent or designee has discretion to select and use an evaluation tool that serves the District's best interests.

The Superintendent or designee also has discretion to implement an IDP if performance deficiencies are noted, regardless of the employee's effectiveness rating.

To the extent required by law, a tenured Non-Teaching Professional subject to the Teachers' Tenure Act rated as needing support may request a review consistent with Revised School Code 1249.

C. Non-Teaching Professionals Not Subject to the Teachers' Tenure Act

For Non-Teaching Professionals without a teaching certificate who are not subject to the Teachers' Tenure Act, the Superintendent or designee will evaluate the employee's performance at intervals determined by the Superintendent or designee, except annual evaluation will be performed during the employee's probationary period. The Superintendent or designee has discretion to select and use an evaluation tool that serves the District's best interests.

An IDP may be established at the Superintendent's or designee's discretion.

Legal authority: MCL 38.71 et seq.; MCL 380.11a, 380.601a, 380.1233b, 380.1248, 380.1249; 380.1249a(2)

Date adopted:

Date revised:

Thrun Policy 4404, Performance Based Compensation

**OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
January 24, 2024
Report 23-94**

FOR ACTION

Subject:

New Policy 4404- Performance Based Compensation

Statement of Purpose/Issue:

Resolve that the Board of Education adopt: **New Policy 4404-Performance Based Compensation**

Facts / Statistics:

Address the repeal of RSC Section 1250 and amendment to SSAA Section 164h regarding teacher merit pay.

District Goal Addressed:

Routine Business

Motion

Seconded

Vote – Ayes

Nays

Motion

Series 4000: District Employment

4400 Professional Staff

4404 *Performance Based Compensation* [Optional Policy]

The Superintendent or designee may implement a performance based compensation system for Professional Staff. This Policy is not intended to change or alter the terms of a collective bargaining agreement between the Board and a labor organization. Collective bargaining agreement terms supersede any inconsistencies with this Policy unless contrary to state or federal law.

Legal authority: MCL 380.11a

Date adopted:

Date revised:

Thrun Policy 4405-R, Reduction in Force and Recall

**OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
January 24, 2024
Report 23-95**

FOR ACTION

Subject:

New Policy 4405 -R – Reduction in Force and Recall

Statement of Purpose/Issue:

Resolve that the Board of Education adopt: **4405 -R – Reduction in Force and Recall**

Facts / Statistics:

Address PERA amendments making teacher layoff and recall a mandatory bargaining subject and RSC Section 1248 amendments requiring clear and transparent procedures for teacher layoff and recall decisions. This policy will replace current policy 3131 Staff Reductions/Recalls. *Adoption of this policy will not go into effect until July 1, 2024.*

District Goal Addressed:

Routine Business

Motion

Seconded

Vote – Ayes

Nays

Motion

Series 4000: District Employment

4400 Professional Staff

4405-R Reduction in Force and Recall (Effective July 1, 2024)

This Policy is not intended to change or alter the terms of a collective bargaining agreement between the Board and a labor organization. Collective bargaining agreement terms supersede any inconsistencies with this Policy unless contrary to state or federal law.

A. Reduction in Force and Recall for Classroom Teachers

When making program and staffing decisions resulting in the elimination of a teaching position or the recall of a teacher to a vacant teaching position, the Board will retain the most effective classroom teachers who are certified and qualified to instruct courses within the applicable curriculum, academic levels, and departments. The Board has the exclusive right to determine the size of the teaching staff based on curricular, fiscal, and other operating conditions. To the extent that the determinations involve Revised School Code Section 1248 requirements, the clear and transparent procedures of this Policy guides the implementation of that statute.

1. General Provisions

- a. The Superintendent is responsible, acting within the approved budget, for establishing the number and nature of teaching assignments to implement the approved curriculum. If the Superintendent determines that insufficient funds are budgeted for the existing teaching staff or that a reduction in teaching staff is necessary due to program, curricular, or other operational considerations, the Superintendent will recommend to the Board the teaching positions to be reduced.
- b. Reduction in force and recall decisions must be made based on teacher effectiveness criteria established in Revised School Code Section 1249 and Policy [insert Board Policy # that addresses Professional Staff Performance Evaluation].
- c. Decisions about the reduction and recall of teachers will be guided by the following criteria:
 - i. Retaining the most effective teachers who are certified (or otherwise approved or authorized) and qualified to instruct the courses within the curriculum, academic level(s), department(s), and school schedule(s). A probationary teacher rated as effective or highly effective on the teacher's most recent annual year-end performance evaluation is not subject to displacement by a tenured teacher solely because the other teacher is tenured under the Teachers' Tenure Act.

- i. Teachers must be properly certified, approved, or authorized for all aspects of their assignments. The teacher's certification, authorization, or approval status will be:
 - A) Determined by the Revised School Code, MDE's Teacher Certification Code, MDE's Rules for Special Education Programs and Services, and other applicable statutes and regulations; and
 - B) Based on documentation on file with the Superintendent's office.
 - 1) A teacher must maintain valid certification, approval, or authorization, as applicable, and is responsible for filing a copy of the certificate, approval, or authorization with the Superintendent's office in compliance with Revised School Code Section 1532.
 - 2) If a teacher petitions for nullification of the teaching certificate or any endorsement, the teacher must promptly provide written notice of that petition to the Superintendent's office.
- iii. In addition, teachers must be fully qualified for all aspects of their assignments, as determined by the Board, based on documentation on file with the Superintendent's office, including:
 - A) Compliance with applicable state or federal regulatory standards, including standards established as a condition to receipt of foundation, grant, or categorical funding;
 - B) Credentials needed for District, school, or program accreditation;
 - C) District-provided professional development, training, and academic preparation for an instructional assignment that is anticipated to contribute to the teacher's effectiveness in that assignment and is integrated into instruction;
 - D) Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction in a meaningful way;
 - E) Disciplinary record, if any;
 - F) Length of service in a grade level(s) or subject area(s);
 - G) Recency of relevant and comparable teaching assignments;
 - H) Previous effectiveness ratings;
 - I) Attendance and punctuality;
 - J) Rapport with colleagues, parents, and students;

- K) Ability to withstand the strain of teaching;
 - L) Compliance with state and federal law; and
 - M) Other relevant factors as determined by the Superintendent or designee.
- iv. Teachers must provide the District with current information and documentation supporting the teacher's certification and qualifications.
 - A) Reduction and recall decisions will be based on the teacher's certification and qualifications in the District's records at the time of the decision.
 - B) A laid off teacher must maintain current contact information (address, phone, and email address) with the Superintendent's office.
 - C) Failure to maintain current contact information may negatively impact the teacher's recall.
 - v. Teacher reductions and recalls are by formal Board action.
 - vi. Before the Board authorizes a teacher reduction, the Superintendent or designee will notify, in writing, the affected teacher of an opportunity to respond, either in person or in writing, to the proposed reduction.
 - vii. The Superintendent or designee will provide written notice of Board reduction in force or recall decisions to each affected teacher.
 - viii. A teacher's length of service with the District or tenure under the Teachers' Tenure Act will not be the sole factor in reduction in force and recall decisions.
- d. Teacher reduction in force decisions will be implemented by the following:
 - i. If 1 or more teaching positions are to be reduced, the Superintendent will first identify the academic level(s) or department(s) affected by the reduction. Among those teachers who are certified, approved, or authorized and qualified to instruct the remaining curriculum within the affected academic level(s) or department(s), selection of a teacher(s) for reduction in force will be based on the factors set forth in this Policy.
 - ii. Teachers within the affected academic level(s) or department(s) who are certified and qualified for the remaining positions will be retained consistent with the factors set forth in this Policy.
 - iii. When a teaching position is identified for reduction and there exists a concurrently vacant teaching position for which the teacher in the position to be reduced is both certified and qualified, and the teacher

has received an overall rating of at least effective on that teacher's most recent year-end performance evaluation, that teacher may be assigned to the vacant position consistent with Policy [insert Board Policy # that addresses Professional Staff Assignment and Transfer] unless the Superintendent or designee determines that the District's educational interests would not be furthered by that assignment.

- iv. If more than 1 teacher whose position has been identified for reduction is certified and qualified for a concurrently vacant teaching assignment, the Superintendent or designee will fill the vacancy consistent with Policy [insert Board Policy # that addresses Professional Staff Assignment and Transfer], unless the Superintendent determines that the District's educational interests would not be furthered by that assignment.
- v. [Choose Option 1 or 2:]

[Option 1: If the reduction or recall decision involves more than 1 teacher and all other factors distinguishing those teachers from each other are equal, seniority (as established by the most recent seniority list for the bargaining unit to which the teachers belong or, if none exists, the District's records) will determine preference for reduction or recall.]

[Option 2: If the reduction or recall decision involves more than 1 teacher and multiple teachers and all factors distinguishing those teachers from each other are equal, the Board may approve and implement a tiebreaker mechanism using a discrete part(s) of the evaluation system. For example, if the reduction or recall decision involves more than one teacher and all factors distinguishing those teachers from each other are equal, the teacher with the higher year-end effectiveness score reflected in the [insert Board preference] portion of the evaluation will have preference for reduction or recall, as applicable. If this year-end effectiveness score is also tied, seniority (as established by the most recent seniority list for the bargaining unit to which the tenured teachers belong or, if none exists, the District's records) will determine preference for reduction or recall.]

[Optional: At least 30 calendar days' notice of reduction in force will be provided, absent extenuating circumstances.]

2. Teacher Recall Process

- a. A teacher is eligible for recall under this Policy for [] months [recommended: 12] from the date the District implemented the reduction in force.
- b. The Superintendent will first identify the academic level(s) or department(s) where a teaching vacancy exists.

- c. Before or in lieu of initiating the recall of a laid-off teacher, the Superintendent may reassign teachers to fill vacancies in accordance with Policy [insert Board Policy # that addresses Professional Staff Assignment and Transfer].
- d. After or in lieu of any reassignment of existing teaching staff, the Superintendent may take either of the following actions to fill a vacancy:
 - i. Recall the laid-off teacher who is certified and qualified for the vacancy, provided the teacher was rated at least effective. If more than 1 laid-off teacher is certified and qualified for recall to a vacant teaching assignment, the Superintendent or designee will fill the vacancy consistent with Policy [insert Board Policy # that addresses Professional Staff Assignment and Transfer]; or
 - ii. Post the vacancy and consider all applicants if the Superintendent determines that:
 - A) the District's educational interests would not be furthered by recalling an otherwise eligible laid-off teacher who meets the certification and qualification standards for the position, considering the factors in Policy [insert Board Policy # that addresses Professional Staff Assignment and Transfer]; or
 - B) no teacher on layoff meets the certification and qualification requirements for the position as otherwise stated herein.
- e. The Superintendent or designee will provide written notice of the Board's recall decision to any recalled teachers and will establish the time within which a teacher must accept recall to preserve the teacher's employment rights.
- f. A laid-off teacher who is offered an interview for a vacancy and who fails to appear at that interview forfeits all rights to recall and continued employment.
- g. A laid-off teacher who is recalled and fails to accept recall by the time designated in the recall notice, or who does not report for work by the deadline specified in the recall notice after filing a written acceptance of recall with the Superintendent, will forfeit all rights to recall and continued employment unless the Superintendent, in the Superintendent's sole discretion, has extended the time limit in writing.

If a collective bargaining agreement or individual employment contract governs reduction in force or recall, the Superintendent or designee will adhere to the applicable language.

B. Reduction in Force and Recall of Non-Teaching Professionals Not Subject to Revised School Code Section 1249

For Non-Teaching Professionals governed by a collective bargaining agreement, the Superintendent will implement the collective bargaining agreement's standards and procedures that pertain to reduction in force or recall when recommending a reduction in force or recall to the Board.

If no collective bargaining agreement exists, or if an existing agreement does not address reduction in force or recall of Non-Teaching Professionals, the Superintendent will recommend a reduction in force or recall among Non-Teaching Professionals using the same standards and procedures as set forth in this Policy for teachers.

C. Unemployment Compensation

A teacher or Non-Teaching Professional who is laid off and who is paid unemployment compensation chargeable to the District during the summer immediately following a reduction in force and who is recalled on or before the beginning of the next school year will be paid according to an annual adjusted salary rate such that the employee's unemployment compensation received plus the adjusted annual salary rate will be equal to the annual rate of salary the employee would have earned for the school year had the employee not been laid off.

Legal authority: MCL 38.71 et seq.; MCL 380.11a, 380.601a, 380.1248, 380.1249, 380.1532

Date adopted:

Date revised:

Thrun Policy 4407, Discipline

**OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
January 24, 2024
Report 23-96**

FOR ACTION

Subject:

New Policy 4407- Discipline

Statement of Purpose/Issue:

Resolve that the Board of Education adopt: **New Policy 4404- Discipline**

Facts / Statistics:

Address PERA amendments that make teacher discipline a mandatory bargaining subject. This policy will replace current policy 3139 Staff Discipline.

District Goal Addressed:

Routine Business

Motion

Seconded

Vote – Ayes

Nays

Motion

Series 4000: District Employment

4400 Professional Staff

4407 Discipline

Maintaining appropriate procedures and standards for addressing misconduct and other inappropriate behavior by Professional Staff is a critical component in furthering an effective educational environment and in providing quality educational services to students. Off-duty conduct may result in discipline if it adversely impacts the District and is not a legally protected activity. Information about substantiated unprofessional conduct will not be suppressed or removed from a personnel file consistent with Revised School Code Section 1230b. This Policy is not intended to change or alter the terms of a collective bargaining agreement between the Board and a labor organization. Collective bargaining agreement terms supersede any inconsistencies with this Policy unless contrary to state or federal law.

A. Probationary Professional Staff

Probationary Professional Staff discipline or demotion may occur for any lawful reason.

1. If the complaint alleges suspected child abuse or neglect, the matter must be immediately reported to Children's Protective Services.
2. An employee who is subject to an investigatory interview that may result in discipline or who reasonably believes an investigatory interview may result in discipline may bring a representative consistent with Policy [insert Board Policy # that addresses Employee Union Activity and Representation].
3. The Superintendent or designee is authorized to place a Professional Staff member on paid, non-disciplinary administrative leave pending the completion of an investigation when, in the judgment of the Superintendent or designee, placing the Professional Staff member on leave will protect the investigatory process or work environment.
4. Disciplinary measures may include warning, reprimand, unpaid suspension, financial penalty, or discharge. This Policy does not require that disciplinary measures be applied progressively or sequentially. The District may apply appropriate disciplinary measures for the circumstances. The District may also consider preventative measures, including training, coaching, and other remedial measures.
5. Discipline will be confirmed in writing and placed in that person's personnel file. The person's year-end performance evaluation may also reflect the discipline.
6. The Superintendent or designee is authorized to impose discipline except for:
 - a. Nonrenewal of a probationary teacher; or

b. Discharge of a probationary teacher.

The Board's action may be based upon the Superintendent's or designee's written recommendation and applicable procedures set forth in the Teachers' Tenure Act.

B. Tenured and Non-Probationary Professional Staff

Tenured teacher discipline or demotion will occur only for a reason(s) that is not arbitrary or capricious. Likewise, the disciplining of Non-Teaching Professionals will be governed by the arbitrary or capricious standard unless expressly stated otherwise in a collective bargaining agreement, employee handbook, or individual employment contract. Under the arbitrary or capricious standard, a disciplinary decision must be supported by a preponderance of the evidence and the discipline must have a rational relationship to the established misconduct or inappropriate behavior.

Before imposing discipline, the Superintendent or designee will investigate whether a Professional Staff member engaged in conduct that may justify discipline. The investigation should include discussions with witnesses determined by the Superintendent or designee to have relevant information and a review of tangible evidence (e.g., documents, video, electronic communications). The Professional Staff member will be provided an opportunity to respond to the allegation(s).

If a Professional Staff member is governed by a collective bargaining agreement or individual employment contract, the Superintendent or designee will adhere to the disciplinary standards and procedures in that agreement. If the collective bargaining agreement or individual employment contract does not have an applicable provision, then the standards and procedures outlined below will apply.

The following procedures may be used for investigating allegations of Professional Staff misconduct or inappropriate conduct:

1. The Superintendent or designee may consult with legal counsel in appropriate cases and may request that legal counsel assist with an investigation.
2. The Superintendent or designee will give the Professional Staff member oral or written notice of the allegation(s).
3. If the complaint alleges suspected child abuse or neglect, the matter must be immediately reported to Children's Protective Services.
4. The Superintendent or designee will give oral or written notice of the time, date, and location of a meeting to provide the Professional Staff member with an opportunity to respond to the allegation(s) and substantiating factor(s).

5. An employee who is subject to an investigatory interview that may result in discipline or who reasonably believes an investigatory interview may result in discipline may bring a representative consistent with Policy [insert Board Policy # that addresses Employee Union Activity and Representation].
6. The Superintendent or designee is authorized to place a Professional Staff member on paid, non-disciplinary administrative leave pending the completion of an investigation when, in the judgment of the Superintendent or designee, placing the Professional Staff member on leave will protect the investigatory process or work environment.
7. If an investigation concludes that a preponderance of the evidence (i.e., more likely than not) establishes that the Professional Staff member engaged in conduct warranting discipline, the appropriate level of discipline will be guided by the following:
 - a. the seriousness of the offense;
 - b. the Professional Staff member's prior disciplinary and employment record;
 - c. whether other Professional Staff members have engaged in similar or like past conduct known to the District's administration and the discipline imposed for those infractions;
 - d. the existence of aggravating or mitigating factors, as determined by the Superintendent or designee;
 - e. applicable federal or state law;
 - f. the Professional Staff member's acceptance of responsibility;
 - g. the likelihood of recurrence; and
 - h. any other factors the Superintendent or designee determine are relevant.
8. Disciplinary measures may include:
 - a. warning;
 - b. reprimand;
 - c. unpaid suspension;
 - d. financial penalty; or
 - e. discharge.

This Policy does not require that disciplinary measures be applied progressively or sequentially. The District may apply appropriate disciplinary measure. The District may consider additional preventative measures to

address the misconduct, including training, coaching, and other remedial measures.

9. Discipline will be confirmed in writing and placed in that person's personnel file. The discipline imposed may also be reflected in the person's year-end performance evaluation.
10. The Superintendent or designee is authorized to impose discipline except for:
 - a. the discharge of a Professional Staff member; or
 - b. the demotion of a tenured teacher, as defined in the Teachers' Tenure Act.

The Board's action may be based on the Superintendent's or designee's written recommendation and applicable procedures in the Teachers' Tenure Act.

11. A tenured teacher's salary may be escrowed after tenure charges are approved by the Board pursuant to Policy [insert Board Policy # that addresses Applicant and Employee Criminal Arrests, Charges, and Convictions].

Legal authority: MCL 38.71 et seq.; MCL 380.11a, 380.601a; *NLRB v J Weingarten, Inc*, 420 US 251 (1975)

Date adopted:

Dated revised:

Thrun Policy 4408, Termination

**OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
January 24, 2024
Report 23-97**

FOR ACTION

Subject:

New Policy 4408- Termination

Statement of Purpose/Issue:

Resolve that the Board of Education adopt: **New Policy 4408- Termination**

Facts / Statistics:

Address amendments to TTA. This policy will replace current policy 3140 Termination and Resignation

District Goal Addressed:

Routine Business

Motion

Seconded

Vote – Ayes

Nays

Motion

Series 4000: District Employment

4400 Professional Staff

4408 Termination

This Policy is not intended to change or alter the terms of a collective bargaining agreement between the Board and a labor organization. Collective bargaining agreement terms supersede any inconsistencies with this Policy unless contrary to state or federal law.

A. Probationary Teachers

For purposes of this Policy, the “termination” of a probationary teacher occurs when the probationary teacher is discharged during the term of an existing individual employment contract between the probationary teacher and the Board. Discontinuation of a probationary teacher’s employment at the expiration of an individual employment contract is not termination for purposes of this Policy and is addressed separately in Policy [insert Board Policy # that addresses Professional Staff Non-Renewal].

The Board may terminate a probationary teacher for misconduct, inappropriate behavior, performance that is not effective, or for any other lawful reason at any time.

The Superintendent or designee may recommend the termination of a probationary teacher to the Board. The recommendation will include the reason(s) for the proposed termination.

Probationary teachers recommended for termination by the Superintendent or designee will be provided advance notice of the allegations; an opportunity for a hearing in closed or open session before the Board; and the time, date, and location of the Board hearing.

B. Tenured Teachers

The Superintendent or designee may recommend the termination of a tenured teacher by filing tenure charges with the Board. The Board will consider whether to proceed on the tenure charges or modify the charges. A tenured teacher may be terminated for a reason that is not arbitrary or capricious.

The tenured teacher may challenge the Board’s decision to discharge or demote the teacher by timely filing an appeal with the State Tenure Commission.

C. Non-Teaching Professionals

[Choose Option 1 or 2:]

[Option 1: Unless otherwise provided by a collective bargaining agreement or individual employment contract: (1) a Non-Teaching Professional who is not

subject to the Teachers' Tenure Act is subject to [Choose one: 4 or 5] years of probationary service and may be non-renewed or terminated at-will by the Board; and (2) after [Choose one: 4 or 5] years, the non-probationary Non-Teaching Professional may be terminated for any reason that is not arbitrary or capricious, subject to due process.]

[Option 2: Unless otherwise provided by a collective bargaining agreement or individual employment contract, a Non-Teaching Professional may be terminated by the Board for any reason that is not arbitrary or capricious, subject to due process.]

The Superintendent or designee may recommend the termination of a Non-Teaching Professional to the Board. The recommendation will include the reason(s) for the proposed termination.

Non-Teaching Professionals recommended for termination by the Superintendent or designee will be provided advance written notice of the allegations; an opportunity for a hearing in closed or open session before the Board; and the time, date, and location of the Board hearing.

Legal authority: MCL 38.83(2), 38.101, 38.121

Date adopted:

Date revised:

Thrun Policy 4409-R, Non-Renewal

OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
January 24, 2024
Report 23-98

FOR ACTION

Subject:

New Policy 4409-R- Non-Renewal

Statement of Purpose/Issue:

Resolve that the Board of Education adopt **New Policy 4409-R- Non-Renewal**

Facts / Statistics:

Address the RSC Section 1249 amendments regarding amendments to TTA. This policy will replace current policy 3139 Staff Discipline and 3220 Professional Staff Evaluation. *Adoption of this policy will not go into effect until July 1, 2024.*

District Goal Addressed:

Routine Business

Motion

Seconded

Vote – Ayes

Nays

Motion

Series 4000: District Employment

4400 Professional Staff

4409-R Non-Renewal (Effective July 1, 2024)

For purposes of this Policy, “non-renewal” of a probationary teacher refers to the discontinuation of the employment relationship between the Board and a probationary teacher at the expiration of the probationary year following the process set forth in the Teachers’ Tenure Act.

Teachers must serve a probationary period as required by the Teachers’ Tenure Act. A probationary teacher’s contract may be non-renewed for performance-based reasons or any other lawful reason.

This Policy is not intended to change or alter the terms of a collective bargaining agreement between the Board and a labor organization. Collective bargaining agreement terms supersede any inconsistencies with this Policy unless contrary to state or federal law.

A. Probationary Period

1. A probationary teacher rated developing, or needing support may be subject to non-renewal consistent with the Teachers’ Tenure Act. To attain tenure, a probationary teacher must be rated effective (after July 1, 2024) or highly effective (before July 1, 2024) on the teacher’s 3 most recent year-end annual performance evaluations and serve at least 4 full school years. A teacher’s probationary period may extend beyond 4 years .
2. For a teacher who previously held tenure in another Michigan public school district, the teacher is subject to a 2-year probationary period, unless the Board acts to reduce the teacher’s probationary period.
3. [Optional: Unless otherwise provided by a collective bargaining agreement or individual employment contract:
 - a Non-Teaching Professionals who are not subject to the Teachers’ Tenure Act are subject to [Choose one: 4 or 5] years of probationary service and may be non-renewed or terminated at-will by the Board; and
 - b After [Choose one: 4 or 5] years, the non-probationary Non-Teaching Professional may be non-renewed or terminated for any reason that is not arbitrary or capricious, subject to due process.]

B. Non-renewal

1. Probationary teacher non-renewal is subject to the non-renewal procedures specified in the Teachers’ Tenure Act. This Policy shall be implemented consistent with that statute.

2. Before non-renewing a probationary teacher, the probationary teacher must receive written notice of the Superintendent's or designee's recommendation for non-renewal and the time, date, and place of the Board meeting at which the Board will consider the recommendation. The recommendation for non-renewal will state the reason(s) for the recommendation and may include supporting documentation.
 3. The probationary teacher must receive written notice of Board action to non-renew the teacher's contract at least 15 calendar days before the end of the school year (June 30) except as provided in subsection 4 below. If the teacher is hired after the beginning of the school year, notice of non-renewal must be received at least 15 calendar days before the teacher's anniversary date of hire.
 4. For a teacher who previously held tenure in another Michigan public school district, the teacher must receive written notice of non-renewal at least 60 calendar days before the completion of the probationary period.
- C. The probationary teacher will be provided an opportunity to address the Board in open or closed session and respond to the Superintendent's or designee's recommendation to non-renew.
- D. The Board must take action in open session on the recommendation to non-renew the probationary teacher.
- E. The probationary teacher must be served with written notice of the Board's action non-renewing the teacher's employment and a copy of the Board action within the timeframe required by the Teachers' Tenure Act. The non-renewal notice will specify that a probationary teacher has the right to appeal the timeliness or legal effect of a notice of non-renewal. The appeal must be filed with the State Tenure Commission within 20 calendar days after the probationary teacher's receipt of the notice of non-renewal. A copy of the Teachers' Tenure Act should also be included with the notice.

Legal authority: MCL 38.81 et seq., 38.91 et seq.

Date adopted:

Date revised:

Thrun Policy 4503-R, Performance Evaluation

**OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
January 24, 2024
Report 23-99**

FOR ACTION

Subject:

New Policy 4503-R Performance Evaluation

Statement of Purpose/Issue:

Resolve that the Board of Education adopt: **New Policy 4503-R Performance Evaluation**

Facts / Statistics:

Address RSC Section 1249 and 1249b amendments regarding administrator evaluation. This policy will replace current policy 1420 School Administrator Evaluation. *Adoption of this policy will not go into effect until July 1, 2024.*

District Goal Addressed:

Routine Business

Motion

Seconded

Vote – Ayes

Nays

Motion

Series 4000: District Employment

4500 Administrators/Supervisors

4503-R Performance Evaluation (Effective July 1, 2024)

Performance evaluations of Administrators are an essential element of providing quality educational services and measuring an employee's competency. This Policy does not alter the Board's authority or ability to terminate an Administrator's employment during the term of an individual employment contract or to non-renew an Administrator's contract at the end of the contract's term. This Policy is not intended to change or alter the terms of a collective bargaining agreement between the Board and a labor organization. Collective bargaining agreement terms supersede any inconsistencies with this Policy unless contrary to state or federal law.

A. Building Level and Central Office Instructional Administrators

The Superintendent or designee will ensure that building level and central office Administrators who are regularly involved in instructional matters are evaluated consistent with a performance evaluation system under Revised School Code Sections 1249 and 1249b. This performance evaluation system will include, if appropriate, the following:

1. an annual evaluation process that meets statutory standards and is based on objective criteria;
2. an annual evaluation by the Superintendent or designee, unless the Administrator qualifies for a biennial evaluation. This paragraph does not preclude more frequent Administrator evaluations as determined necessary by the Superintendent or designee;
3. an individualized improvement plan if the Administrator is rated developing or needing support or if performance deficiencies are noted;
4. student growth and assessment data or student learning objectives, as defined by Revised School Code Section 1249;
5. an evaluation and feedback provided in writing with an overall effectiveness rating of effective, developing, or needing support;
6. dismissal of an Administrator rated ineffective or needing support on 3 consecutive evaluations;
7. opportunity for an Administrator rated needing support to request a review consistent with Revised School Code 1249b;
8. a mentor for an Administrator for the first 3 years in which the Administrator is in a new administrative position;

9. a midyear progress report each year that the administrator is evaluated that includes specific performance goals for the remainder of the year and any recommended training identified by the evaluator;
10. for a building level administrator's evaluation, the evaluator will visit the school building where the administrator works, review the building level school administrator's school improvement plan, and observe classrooms with the administrator to collect evidence of school improvement plan strategies being implemented and the impact the school improvement plan has on learning;
11. an evaluation tool approved by the MDE, a modified MDE tool, or a local evaluation tool adopted in compliance with Revised School Code Sections 1249 and 1249b;
12. website posting of required information pertaining to the evaluation tool;
13. appropriate training for evaluators; and
14. other components that the Superintendent or designee deems relevant, important, or in the District's best interest.

B. Non-Instructional Administrators, Supervisors, and Directors

The Superintendent or designee may evaluate Non-Instructional Administrators, Supervisors, and Directors based on the appropriate evaluation instrument as determined by the Board and consistent with any applicable collective bargaining agreement or individual employment contract. An individual improvement plan may be implemented to remediate and enhance employee performance.

Legal authority: MCL 380.11a, 380.601a, 380.1249, 380.1249b

Date adopted:

Date revised:

Thrun Policy 4504 Performance Based Compensation

**OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
January 24, 2024
Report 23-100**

FOR ACTION

Subject:

New Policy 4504- Performance Based Compensation

Statement of Purpose/Issue:

Resolve that the Board of Education adopt: **New Policy 4504- Performance Based Compensation**

Facts / Statistics:

Address the repeal of RSC Section 1250 and amendment to SSAA Section 164h regarding teacher merit pay.

District Goal Addressed:

Routine Business

Motion

Seconded

Vote – Ayes

Nays

Motion

Series 4000: District Employment

4500 Administrators/Supervisors

4504 *Performance Based Compensation for Administrators/Supervisors* [Optional Policy]

The Superintendent or designee may implement a performance based compensation system for Administrators, Supervisors, and Directors. This Policy is not intended to change or alter the terms of a collective bargaining agreement between the Board and a labor organization. Collective bargaining agreement terms supersede any inconsistencies with this Policy unless contrary to state or federal law.

Legal authority: MCL 380.11a

Date adopted:

Date revised:

Superintendent Interview Questions (At Place)

For Information

Personnel Update

OWOSSO PUBLIC SCHOOLS
Board of Education
January 24, 2024
Report 23-102

FOR INFORMATION

Subject:

Personnel Update

Accepted Positions

Melissa McBride has accepted the Bus Driver position.

Madison Eldridge has accepted the Food Service position.

John Bradford III has accepted the Custodian position.

Resignations

Cassandra Pajtas, Emerson Teacher resigned effective January 5, 2024.

Shelley Lindsey, Elementary Special Education Teacher resigned effective January 12, 2024.

Stacy Witt, CFO resigned effective December 28, 2023.

Margaret O'Brien resigned effective January 5, 2024.

Retirements

Pamela Spalding, Lead Cook retired effective December 15, 2023.

Tamara McKay, Paraprofessional retired effective December 31, 2023.

**OWOSSO PUBLIC SCHOOLS
Board of Education Meeting
January 24, 2024
Report 23-103 (At Place)**

FOR ACTION

Subject:

New Hire

Recommendation:

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

Name	Building/Grade	Recommending Administrator	Salary Schedule Step
Jessica Eva	Emerson/Kindergarten	Superintendent Dr. Tuttle	Step 1- \$43,332

District Goal Addressed:

Routine Business

Motion

Seconded

Vote – Ayes

Nays

Motion



OWOSSO PUBLIC SCHOOLS

Ready for the World

NOTICE OF OWOSSO BOARD OF EDUCATION MEETING

The Board of Education of Owosso Public Schools, Shiawassee County, Michigan, will be holding a regularly scheduled meeting. The meeting will be held on Wednesday, January 24, 2024 at 5:30p.m. at the Washington Campus Gym, 645 Alger St.

Date of Meeting: Wednesday, January 24, 2024

Hour of Meeting: 5:30p.m.

Place of Meeting: Washington Campus Gym 645
Alger Street Owosso, MI 48867

Purpose of Meetings:

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 Street Owosso, Michigan
48867

Dr. Andrea Tuttle, Superintendent
OWOSSO PUBLIC SCHOOLS