

Ivy Lewis, community member—Graduated last year, has siblings in the district. Going to MCC. Read a prepared statement—doesn't agree with Mr. Livezey's raise as she feels he's not at games and events in the district. She feels he shows minimal compassion to students. Why do you deserve it?

Kathy Anderson, community member—Regarding school expenditures. Feels the teachers are the ones who should have been given a larger raise. Why give a raise to someone who has applied for other jobs? Spoke about teacher overloads.

Trisha Lowry, community member—Our staff are slowly leaving and this is sad. Give our teachers more money compared to new staff coming in. Glad I'm here to see the student tonight.

Tony Ferrier, community member—Four kids in district. He echoes statements about the teachers—the teachers are the primary reason they stay versus going to Christian school. It's like family. Thanks to teachers for what you do before and after school.

Janice Niles, 2nd grade teacher—Regarding class. In the past five years, on overload four times. Feels she's targeted by parents because she's not meeting their needs; behavioral concerns in herclass. Feels she's set up to fail.

Melanie Wymer, community member—Follow up to Mrs. Niles' comment. Her son is one in the overload classroom. Helps in the classroom and feels overloaded as a volunteer. We need to speak to Lansing; not just now but ongoing. Wants us to be ONE team not divided.

Nancy Hamlin, teacher 31 years—Disappointed that there is only one Board Member who comes to OLE classrooms. Please come and see what we do. We experience overloads because of what is happening in the classroom.

Mindy Kartes, kindergarten teacher 16 years—My job goes home with me every day. Teaching is what I've always wanted to do. She said a brand new first year teacher is making more than her.

Gary White, community member—Spoke about Oakridge being a football school and that players play without passing. There will be students leaving this school; Board members should talk to them to see why!

Todd Lowry, teacher—Here for our great students at the meeting tonight. Feels Tom Livezey is deserving of a raise, but not in the manner in which it's being given. We all deserve one. It should be equitable.

VI. SUPERINTENDENT'S REPORT

Item A. Academic Program Highlights Upper Elementary –Boys' Book Club & STEM program

Troy Moran gave a presentation on the book club and there was an interactive project with the Board and students with the STEM program

Item B. Traits of Effective School Boards and high performing districts (Tab 1/handout)
Tom Livezey gave a PowerPoint presentation highlighting the Board’s responsibilities. Reviewed the Strategic Plan and how we compare within the State and nationally.

VII. CONSENT GROUPING

Recommended Action: That the Board of Education approves the following:

- Item A. Minutes of the November 4, 2015 Worksession Meeting (Tab 2)
- Item B. Review of the payments made for the October 31, 2015 Bill List in the amount of \$876,918.20 (Tab 3)
- ~~Item C. The Superintendent’s three (3) year contract extension, as presented (Tab 4)~~
- Item D. The hiring of Joe Coletta as Freshman Boys’ Basketball Coach (Tab 5)

Motion: MaryAnn Brodeur Support: Steve Roomsburg Carried: 7-0
 Dissenting votes: none

Pam Bryant motioned and Steve Crain support to move Consent Grouping Item C. to an Action Item. Carried 7-0 Dissenting votes: none

Brent Hartman: Hopes all of us have talked with the community coupled with classroom issues, that will be reflected in my vote.

Steve Roomsburg: I negotiated Tom’s last contract but you aren’t here all the time. We are all concerned with this community. I like being part of this team.

VIII. ACTION ITEM

Item A. Recommended Action: That the Board of Education approves the Superintendent’s three (3) year contract extension as presented.

Roll Call Vote:

| Board Member | Vote: |
|------------------------|--------------|
| MaryAnn Brodeur | Yea |
| Pam Bryant | Yea |
| Steve Crain | Yea |
| Gerry Dibble | Yea |
| Brent Hartman | Nea |
| Steve Roomsburg | Nea |
| Craig Scott | Yea |

Carried: 5-2

Steve Roomsburg: I support the Board when we leave here.

IX. BOARD REPORTS (Tab 6)

- Item A. Finance—Cheryl Masar
- Item B. Transportation—Becki Shackles
- Item C. Facilities & Operations—Cory Schullo
- Item D. Building—Jason McVoy, Troy Moran, Joanna Bennink
- Item E. Athletics—Gene Gifford

X. INFORMATION

- Item A. Letter from Karen Hicks (Tab 7)
- Item B. Annual Fall/Winter Board Dinner – RSVP to Judy Hancock by Nov. 18 (Tab 8)

XI. DISCUSSION

- Item A. Request for additional maintenance employee (Tab 9)
A position will be posted.
- Item B. Unified Key System Recommendation (Tab 10)
Funds for this will come from the Technology and Security millage. Brent Hartman motioned and Gerry Dibble supported to move to an Action Item tonight due to safety concerns.

XII. ACTION ITEM

- Item A. **Recommended Action: That the Board of Education approves the Unified Key System as presented.**

Motion: Brent Hartman Support: Craig Scott Carried: 7-0
Dissenting vote: none

XIII. PUBLIC COMMENTS At this point in the agenda, the public may address the Board of Education. (Please state your name and address. If your comments are a specific question, please speak with the appropriate staff member after the meeting.)

Todd Lowry, teacher—If you ever need anyone for perspective; contact me. The union wouldn't turn down giving us more money.

Heidi Bolles, teacher 14 years—I should keep my options open. Salaries are not equitable—someone at HS was hired and is making more than her after zero years of experience.

Chad Latsch, 6th grad teacher—Regarding trust—we feel hurt because we had to get an all out rebellion to get a raise. Now the Board is spending money so we don't get to the 10% fund balance so we get more money. I still volunteer.

Kim Nelski, teacher 8 years—You might not see us because we have families and are helping with activities like my plays, student council, etc. Wanted to do an extra play, was told I couldn't because the stipend wasn't in the budget. Feels unimportant for doing these things and Schedule B doesn't match other districts.

Nancy Hamlin, teacher—Compliment people who take on being a Board member. I am planning lessons when I'm not here at the board meetings.

Janice Niles, teacher—Regarding trust—teachers are now feeling apathy. I've been advocating for my students; feel thrown under the bus with the high class sizes. Feels her voice isn't being heard.

Jennifer Utzinger, teacher—I'd love to be here more but I work long days and have children. My children are in the overload classes.

Melanie Wymer, community member—Our whole community does need to be more involved with the school. She's on the Facility Steering Committee and only a few people showed up. Let's get involved and stop pointing fingers; work together as a team. Concerned with overloads; teachers are "managing" versus "teaching" classes. Let's be proactive not reactive; let's get students counseling that need it.

Bob Wood, teacher—Proud to have had Brent Hartman as a student and Board member. Glad he's an independent thinker.

Trisha Lowry, community member—Has been a Board member, dealt with all the tough issues. We're involved but not heard. Many building heating issues have been for several years and mold in the rooms. Our kids deserve better. I spent time with Capturing Kids Hearts. Suggested Tom Livezey "give back" some of his raise to show good leadership. We want team and family; we want to see you (Tom) with us.

Mark Evans, community member—Eventually another teacher contract will be coming around; treat them with the same respect and give our excellent teachers the same respect.

Mary Johnson, teacher—I know you (Tom) held a raise, but I used to live at school. I can be at Board meetings now because my children are adults. Let's meet a sub groups versus just board meetings. Let's make it family again.

Joe Coletta, teacher—I looked forward to stop wearing red—our team is not great cause morale is not great.

Jeff Lohman, community member—I hope I made myself clear about my leadership knowledge and the trust issues here and hope you look at the survey.

XIV. BOARD COMMENTS

Gerry Dibble—Hears a lot of compassion in the audience.

Craig Scott—Thanks to all for coming. I trust the people here and I had mixed results when I talked to people regarding all groups' contracts.

Steve Roomsburg—I meant people only come to the Board meetings if it’s a hot button item. My heart is here—I bleed “blue”. I’ll talk to youth football to see if they can help fund Ms. Nelski’s extra play. I feel Tom needs a raise, just not the amount presented.

MaryAnn Brodeur—Read a thank you letter from Melody Clarke to the board for donating to the Senior Citizen turkey dinner and coming to serve at it.

Pam Bryant—I know you don’t think Tom should get a raise, but everyone else already got a raise. Love you’re all here, especially with the students here. I know we have great teachers.

XV. ADJOURNMENT

Recommended Action: That the meeting be adjourned; the time being 9:56 p.m.

Motion: Craig Scott

Support: Gerry Dibble

Carried: 7-0

Dissenting votes: none