

**NORTH CENTRAL AREA SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING**

TIME: Wednesday, November 28, 2018 at 6:30 p.m. C.S.T., North Central Elementary School Library, Hermansville, MI 49847

1. Meeting called to order by President, Craig VanEnkevort at 6:30 p.m.
2. Pledge of Allegiance.
3. Roll Call: PRESENT: Kelly Plunger, Ray Luft, Jessica Naser, Klara Grondine, Brad Eichmeier, Craig VanEnkevort, Superintendent: Bruce Tapio, Board Appointed Secretary: Wendy Granquist, Elementary Principal/Athletic Director: Tony Adams, Maint/Transp./Custodial Working Supervisor: Brett Harter

TARDY: None

ABSENT: Nick Hanchek

4. Agenda:
 - A. No items to be added or deleted.
 - B. There are no items to be excluded from the consent agenda to be dealt with individually.
 - C. Motion by Naser, supported by Grondine to approve the agenda. Motion carried, 6-0.
5. Consent Agenda:
 - A. Reports:
 1. Athletic Director's Report – see attached.
 2. Maintenance Director's Report – see attached.
 3. Elementary Principal's Report – see attached.
 4. Superintendent's/MS/HS Principals Report – see attached.

B. Open and Closed Session Meeting Minutes for October 17, 2018. Open Special Meeting Minutes for October 22, 2018.

C. Motion by Naser, supported by Grondine to approve the Consent Agenda. Motion carried, 6-0.

6. Approval to pay the bills:

Motion by Naser, supported by Plunger to approve payment of the bills for October (General = \$35,742.27; Activity = \$2,092.21; Lunch = \$7,467.31, and for November (General = \$22,274.08; Activity = \$423.02; Lunch = \$6,644.04. Motion carried, 6-0.

7. Updates:

A. There were no questions on NEOLA Policies.

B. Business Manager – Mr. Tapio stated to change out contract to agreement.

C. Teacher replacement: Discussed no replacing Mrs. Beauchamp, but have to replace Mr. Durow due to State of Michigan requirements.

D. There was no discussion on Teck Solutions.

E. Evaluation Folders. Please get Evaluation folders to Mr. Tapio.

F. Support Staff Contract – Whether to approve or not approve the tentative agreement.

8. Closed Session:

Motion by Naser, supported by Eichmeier to enter into closed session in accordance with the NCAS Board Bylaws and Policy Section 0160-1067.2 for the discussion of support staff contract negotiations at 7:45 p.m. Also present in closed session will be Wendy Granquist and Bruce Tapio and just to observe Chris Fazer and Melissa Mercier.

Roll Call Vote: VanEnkevort – Yes, Grondine – Yes, Naser – Yes, Plunger – Yes, Luft – Yes, Eichmeier – Yes.

Motion by Eichmeier, supported by Plunger to exit closed session at 7:55 p.m. Motion carried, 6-0.

9. Action Items:

- A. Motion by Grondine, supported by Naser to accept with regret the resignation of the K-12 Health/Physical Education Teacher Mr. Kyle Durow. Motion carried, 6-0.
- B. Motion by Grondine, supported by Naser to approve the second reading and adoption of the new, revised or deleted NEOLA Policies. Motion carried, 6-0.
- C. Motion by Naser, supported by Grondine to approve the Tentative Agreement between the North Central Area Schools Board of Education and the North Central Area Schools Education Support Personnel for the period of November 28, 2018 and expiring December 31, 2019. Motion carried, 6-0.
- D. Motion by Plunger, supported by Grondine to hire Mrs. Wendy Granquist for the North Central Area School Business Office Manager position. Motion carried, 6-0.
- E. Motion by Naser, supported by Plunger to approve the agreement between the North Central Area School District Board of Education and Mrs. Wendy Granquist to perform the duties of the North Central Area Schools Business Office Manager/Administrative Assistant. Motion carried, 6-0.
- F. Motion by Grondine, supported by VanEnkevort to approve the Contract between the NCAS Board of Education and Teck Solutions for technical support within the District. Motion carried, 6-0.

10. There was no public comment.

11. Other Business: Congratulations to the current board members. The Regular Board of Education Meeting will be held on December 19, 2018 at 7:30 p.m. The Re-Organization Board Meeting will be held on January 2, 2019 at 6:30 p.m.

12. Motion by Grondine supported by VanEnkevort to adjourn at 8:09 p.m. Motion carried, 6-0

11. Other Business: Congratulations to the current board members. The Regular Board of Education Meeting will be held on December 19, 2018 at 7:30 p.m. The Re-Organization Board Meeting will be held on January 2, 2019 at 6:30 p.m.
- **Mr. Tapio stated that one of ways to save money for the district is through retirement and that he (Mr. Tapio) will be giving his notice of intent to retire at the Regular January 2019 board meeting.**
12. Motion by Grondine supported by VanEnkevort to adjourn at 8:09 p.m. Motion carried, 6-0

Respectfully submitted,



Jessica Naser, Secretary

Maintenance and Transportation Report

Bus #19 is back in service

Bus #1 needed a new turbo actuator, witch was covered under warranty.

The gym floor is refinished and looks great.

New LED lights will also be installed in the gym this week.

Brett Harter

11/26/18

Athletic Director's Report
Tony Adams
Athletic Director
11/28/18

Fall sports seasons have come to a conclusion. We are currently transitioning to our Winter sports season with Junior High Boys Basketball in the 2nd half of their season.

Volleyball

Congratulations to Samantha DePatie and Maddie Dani on earning Skyline Central Conference Volleyball Honorable Mention honors.

Football

Congratulations to Brady Eichmeier (Division, All Conference, & All UP Dream Team), Noah Gorzinski (Division, All Conference, & All UP 8 Man 1st Team), Dalton Hanchek (Division, All Conference, & All UP 8 Man Dream Team), Caleb Walters (Division, All Conference, & All UP 8 Man 1st Team), Leo Gorzinski (Division & All UP 8 Man Dream Team) and Anthony McVay (Division & All UP 8 Man 1st Team), and Eric Strahl (Conference Honorable Mention) and Carter Holle (Conference Honorable Mention & All UP 8 Man 1st Team).

Fall Sports Evaluations

Self evaluations have been distributed to our coaches, evaluations have been completed, and meetings are being set up between the coaches and myself to review the evaluation and self evaluation.

Junior High Basketball

Both teams have been playing very well. The 8th Grade Little Cedar River Tournament will be held in early December in Carney. SAT Dec 15. IRON MOUNTAIN - TUES Dec 11 @ 6:00pm.

High School Basketball

Boys Basketball started on 11/5. Girls Basketball started on 11/12. The boys opened the season on Tuesday, November 27th v. Forest Park and the girls open the season on Tuesday, December 4th @ Mid Pen.

MHSAA Fall AD Meeting Update

Reviewed the new Sport Specific Transfer Rule (effective Aug 1 2018 and implemented Aug 1 2019): immediate eligibility in a sport not played the previous season for that sport; and unless one of the 15 exceptions applies there will be no eligibility for the upcoming season in a sport actually played the previous season in that sport.

Discussed possible changes to the football playoffs, conferences, and schedules.

Discussed the venue situation for the boys and girls basketball finals.

Baseball

Work has begun on confirming game dates and umpires for the upcoming season in the Spring.

Football, Volleyball, Boys & Girls HS Basketball Schedules

The majority of the pieces for each schedule are in place. Officials' contracts have been mailed. These schedules will be confirmed again in the Spring before we release the schedules to the public over the summer.

Elementary Principal Report
Tony Adams
Elementary Principal
11/28/18

Reading First - Wells Fargo

Wells Fargo ordered a pack of books for GSRP, 2nd, and 3rd grade. The books are culturally diverse with positive messages about being kind, etc. Wells Fargo employees (a parent in our case) will come into our classrooms a couple times a month and read the books aloud to the class. Mrs. Dubord has been working with a parent to get this program rolling in our school.



ISD Early Literacy / Coaches Program

Our K-3 staff including Ms. Debelak have already begun this program / training. The overall goal of the program is to improve literacy and meet the expectations of the 3rd Grade Reading Law. Ms. Debelak is our literacy coach and once a month she attends meetings with the ISD (Jan Smith) and coaches from other districts. Ms. Debelak will be meeting with our staff on Mondays to improve our literacy program. Our school is a host for our teachers and teachers from Carney. Our focus is on Small group and individual instruction along with improving Tier 1 instruction.

Halloween

Our 2nd & 3rd Grade students visited Pinecrest. Our Elementary Parade was a big success. Thank you to our staff and parents who helped out. Our kitchen staff were all dressed up with music playing for lunch. It was an exciting and fun day in the elementary.

UP Health Showcase

Mrs. Dubord, Mrs. Eichmeier, Mrs. Vesser, and myself attended this conference in Escanaba. We were able to see what kind of activities / programs other schools in the project have been doing over the last few years. Our team is currently working on the \$5000 Competitive Grant through the project. Our program is titled: Fueling our Jets! More info to come.

PBIS Incentive Reward

This event took place on Wednesday, November 7th and was a HUGE SUCCESS. Eligible students, students who did not receive a Major Behavior Referral for the 1st Quarter, were able to choose between a dance party in the gym or a kickball game / playground activity outside. Students who received a Major Behavior Referral received extra teaching of our expectations in regards to their referral. All students become eligible for the Incentive Reward with the start of the 2nd Quarter.

Parent-Teacher Conferences

Conferences were a success. The building looked good, teachers had plenty of examples of student work in the hallways and classrooms, and our attendance was 80% in the elementary.

IRIPs

The Early Literacy Bill requires districts and schools to assess the reading skills of all K-3 students at least 3x per year in an effort to identify struggling students. Students experiencing deficiencies are required to have an Individual Reading Instruction Plan. Ms. Debelak and the Title staff, along with our grade level teachers, have identified these students and have an individualized plan in place. We started with 47 IRIPs and that number has already begun to decrease with more and more students either reaching their goal(s) or getting very close to reaching their goal(s).

Beacon Assessment

Our 3rd thru 5th Grades can now take the Beacon Assessment. This assessment, in a normal year, will be given 3x per year and provides student growth information and is a predictor of the MStep. The program did not become available to us until Mid November this year due to some technical problems on the part of the company.

November 28, 2018 Superintendents Report

Greetings from the High School,

Happy Thanksgiving!

School will not be in session on November 22nd and 23rd with a half day student release at noon on the 21st.

The first marking period is complete and the Honor Roll information sent to the Newspapers for publishing.

Mrs. Beauchamp has left the building and Mrs. Gretchen Fossen has filled the position for the remainder of 2018.

Mr. Kyle Durow has submitted his letter of resignation and is done working at NCA on November 23, 2018 (he will be missed). Miss Taylor Granquist is filling his position for the remainder of 2018.

Teck solutions has agreed to monthly payments when due. We have used all of our unused hours before any payments will be made. We will be billed monthly for services from now on without the ability to "bank" hours.

I have asked the Finance Committee to meet on Monday, November 26, 2018 for a discussion about the support staff contract and the Business Office Manager/Administrative Assistant position.

Wendy Granquist applied for the position in the office. If she is approved then a contract needs to be agreed upon for the remainder of this year. It will include wages and benefits. The amount of the wages will be based on a 60 day probationary period and if satisfactory progress toward completion of training and complete control of the NCA Finances is evident then a wage increase will follow. the proposed contract is include.

The NEOLA Policies are up for a second review and adoption.

If you have Questions please call or visit next week.

Thank you,

Bruce Tapio