

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

**TIME:** Wednesday, August 1, 2018 at 6:00 p.m. C.S.T., North Central Jr/Sr School  
Library, Powers, MI 49874

- A. Meeting called to order by President, Craig VanEnkevort at 6:01 p.m.
- B. Pledge of Allegiance
- C. Roll Call: PRESENT: Nick Hanchek, Ray Luft, Kelly Plunger,  
Klara Grondine, Jessica Naser, Craig VanEnkevort,  
Brad Eichmeier, Superintendent: Bruce Tapio,  
Board Appointed Secretary: Wendy Granquist  
  
ABSENT: Maint/Transp/Custodial Working Supervisor: Brett Harter  
Elementary Principal/Athletic Director: Tony Adams
- D. Motion by Mrs. Grondine, supported by Mrs. Naser to approve the consent agenda.  
Motion carried, 7-0.
- E. Motion by Mrs. Grondine, supported by Mrs. Naser to approve the agenda. Motion  
carried, 7-0.
- F. Public Comments on Agenda Items: None.
- G. Question & Answer Session with MC-ISD Superintendent, Mr. Steve Martin:

Mr. Martin started on giving some background on why he lives and works in the  
Upper Peninsula.

Business Services: He knows the history of the district. How services fell apart.  
Discussed with his board. Cara is interim business manager – could they do payroll?  
Accounts Payable etc for a fee. Will check on options.

Technology Services are offered by the ISD. Only Stephenson & Carney use those  
services for a fee.

They also have PT/OT/Speech and Special Education. They do testing for Special  
Education. They have 2 classes for Special Needs. One in Stephenson and one in  
Menominee.

He also wanted the board to know that the General Education Students are just as important as the Special Education Students.

He also brought up Kevin Karkinen and Mary Stein and their importance at the ISD.

There will be Professional Development with stipends for staff involved with Early Literacy. Also they are working NOXS – Next Generation Science Professional Development – Math Recovery Professional Development and 8<sup>th</sup> Grade Staff PSAT Professional Development this September.

A School Improvement Work professional development session is coming up.

Mr. Martin stated that “How can we work together to solve problems?”

He also stated that student behaviors in schools is shocking. A program he attended yesterday in Tier 1 “Capturing Kids Hearts” cost around \$20,000.00. He is trying to find a way that the MCISD can work with the districts to help get this program running.

Schools of Choice is not good for every single school. It was originally intended for “Failing Schools” so that students were stuck at schools that were failing academically.

Public Education thrives when you work together. There is no boilerplate program to help curb “Schools of Choice”.

Mrs. Naser questioned what Mr. Martin’s goals are for the ISD. #1. Open up communication between the county. #2. Board changed their meetings to Mondays to make MCISD Staff available to attend ISD District board meetings. #3. Early Literacy #4> Math and Behavioral Support.

H. Action Items:

1. Motion by Mrs. Naser, supported by Mrs. Grondine to hire Mr. Dan Martell as the North Central Area School’s Middle/High School Science Teacher at for the 2018-2019 school year at Pay Step 7, BA18, \$41,270. Motion carried, 7-0.

2. Motion by Mrs. Grondine, supported by Mr. VanEnkevort to reduce Mrs. Sally Beauchamp from full time to half time (3 class periods) a day for the 2018-2019 school year. Motion carried, 7-0.

I. Public Comment: Mr. Stein stated that he felt it was odd that we reduced a full time teacher to half time after having posted a job for all core curriculum areas in the MS/HS. He also stated that it surprises him that he does not get a board agenda. He also stated getting it electronically would be fine. He also brought up about Bright Arrow and letting people know about board meetings. He also stated that when staff doesn't have trust, why would they want to work here.

Ms. Tucker stated that the lay-off and reduction have left bitterness with the staff at the MS/HS in response to what is being done. Parents shouldn't create this reaction by the board of education.

Mr. Stein stated that the board can't be held to emotional hostage. Staff can't trust the administration and board of education – that is their perception.

Mrs. Naser gave her view from where she is sitting as a member of the Board of Education.

Mrs. Eichmeier stated that teachers, board and administration should be enemies – should be (WE) which all comes down to communications.

Mr. Stein also stated that everyone gives their heart every day. Communication & goals in the classroom should be rewarded not punished. Teachers want to feel that YOU have OUR back.

Mr. VanEnkevort stated that he need to talk with Bruce to see where to go from here.

J. Motion by Mrs. Naser, supported by Mrs. Grondine to enter into closed session at 7:32 p.m. for the purpose of negotiations. Roll Call Vote: Plunger – Yes, Hanchek – Yes, Eichmeier – Yes, Naser – Yes, Grondine – Yes, VanEnkevort – Yes, Luft – Yes. Motion carried, 7-0. Mr. Tapio and Mrs. Granquist will also be present.

Motion by Mrs. Grondine, supported by Mr. Plunger to exit closed session at 8:00 p.m. No action was taken after this closed session. Motion carried, 7-0.

K. Board Discussion:

1. Discussed Financial Service Options and a Job Description needed from Mrs. Granquist for her job and an assistant.
2. Discussed a Board Workshop after August 26, 2018. The date of September 11, 2018 from 1:00-7:00 p.m. was chosen.
3. The former "Sports Boosters was also discussed.

L. Motion by Mr. Plunger, supported by Mr. Hanchek to adjourn at 8:36 p.m.  
Motion carried, 7-0.

Respectfully submitted,



Jessica Naser

August 1, 2018

## Superintendents Report

Greetings,

As requested I have been asking a lot of questions about Financial Services in other Districts. I have talked to both current District Business Managers and their Superintendents.

Crystal Falls-Forest Park and North Dickinson use different software then we do and neither use the same software as the other for their finances. Both have in-house control of their Financial Services without the interest in sharing services at this time. The Dickinson-Iron ISD is at full capacity for the existing employees who do the financials for Iron Mountain, Kingsford, Norway, West Iron, Iron Mountain/Kingsford Community Schools and the assist North Dickinson while they are transitioning to their new software.

The Menominee ISDs Superintendent will be at the Workshop/Special Meeting on the 1st to answer any questions you may have. Again, if you have specific questions please send them to me so Mr. Martin can be prepared for you.

Other Schools (Tahquamenon Falls, ND, CFFP) pay \$45,000 to \$62,000 annually plus benefits. I sent a request for info through the MASA server list to see what other districts pay for financial services. I also asked them what was the main reason for leaving the ISD or RESA if they did belong. Of the few that responded the reason was because the districts wanted the local control.

I spoke with a Michigan School Business Officials (MSBO) representative about training. Wendy needs to register for the training in the specific areas she needs to learn more information on. Registration will happen if the Board decides to move the Financial Services in-house and if Wendy is the person for the position.

KARESA is the same. Full support for learning the software and support during a transition.

Dan Martell is the recommended person for the Science Teacher position. Just a side note...Two people applied with one removing their application. Mr. Martell was the other. After checking with his previous supervisors and references nothing negative was reported and the supervisors stated they would hire him again if he applied. Teachers are hard to find.

We have begun advertising for a 6-12 Math and/or Science and/or English and/or Social Studies or any combination of certification person to fill the 6th grade teacher in the Middle School.

Our financial situation is such that we need to cut a teachers time. Sally Beauchamp's schedule needs to be cut to half time so she will be teaching English only for 3/6th of a day (three classes daily).

If anything else comes up I will notify you.

Thank you,

Bruce