

OSCEOLA SCHOOL DISTRICT#1 BOARD OF EDUCATION

**Regular Meeting
Osceola School District
Administration Building
April 18, 2016
6:00 p.m.**

Present: James Baker, Jacqueline Baker, Sylvester Belcher, Torian Bell, Ollie Collins, Michael Ephlin and Denise Williams

Absent: None

Others present: Michael Cox, Superintendent
Alfred Hogan, Assistant Superintendent
Jeanette Walker, Board Recorder
Steve Knox and Sandra Brand, Osceola Times
Tiffany Morgan, Melissa Calvert, Toshiba Pugh, Miranda Sullivan,
Cynthia Henderson, Carol Pollard, Kim Pollard

1. James Baker called the meeting to order at 6:00 p.m.
2. Alfred Hogan offered invocation.
3. Mr. Cox stated that one of the School Board's Core Beliefs is school pride and I told you in last month's meeting that High School has been working on a plan and Mrs. Morgan is here to present their plan but before we get to that, we have a very special guest here tonight and she just happens to be one of our students by the name of Carol Pollard and I have Proclamation of Excellence that I want to read to you. Mr. Cox stated that we are very proud of this student then read the Proclamation of Excellence that listed her achievements and accomplishments. Mr. Cox then presented Carol Pollard with the Proclamation.

Mrs. Morgan stated that she brought the whole Leadership Team because this was a team effort. She stated that we started our work in January and we found that we have the same vision as the School Board. Mrs. Pugh presented the School Board with a copy of the plan and stated that we've revamped our core beliefs to be more in line with the Board's vision and we would like to join these with the School Board's Core Beliefs. She stated that this year we were able to offer extended professional development through the SIG grant and we called it Super Teacher Training so our theme this year was Super Teacher, Super Students and our goal next year is building school pride and we decided that pride needs to stand for something so we built an acronym for pride for the staff based on our core beliefs so PRIDE for our staff is "Professional in speech, attire and actions, Reciprocate respect to students, Invested in students' lives, Dedicated to improving our school, Every day" and PRIDE for students is "Personally Responsible for Investing in my Daily Education". Some of those things came from the Board's Core Beliefs because you thought that every day, students should have the best opportunity for an education. We have a problem with tardiness so our plan is to target tardiness beginning with the 9th grade first and we want to instill in them that tardies are not ok and we want to reward students for not being tardy. The plan also includes putting up "Under

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Construction Building Seminole Pride” signs all through the school, and purchase backpacks and T-shirts with the Pride logo to be used as rewards.

Mrs. Sullivan stated we will build up Journalism and the yearbook and it will be student lead. Mrs. Pugh stated that she has already started putting #nolesnation in her communications and on Facebook posts to help build school pride. Mrs. Morgan stated that we are not seeing school pride today and we talked about ways to build pride so by using the word Pride as an acronym the students will know that it’s not just a word but that it really means something.

Michael Ephlin stated that when we went to the Mountain everyone talked about the school pride that we used to have. We took pride in not only sports but in everything we did.

Ollie Collins asked Mrs. Morgan if they will incorporate this in other schools. Mr. Morgan stated that we have to start building pride early on. We can’t wait until they reach 9th grade, it has to start sooner.

Mr. Cox stated that he really appreciates Mrs. Morgan and the team for the work they did on the plan.

4. Mr. Cox presented the Leadership Academy contract for 2016-2017. He stated that Christel Smith stated that she would like to take part in the Leadership Academy as well so we are adding STEM Academy next year for a cost of \$77,000, North, Carroll Smith Elementary and High School is \$5,700 each, Facility training is \$4,000 and School Board training is \$1,900 for a total cost of \$100,000 which is paid from NSLA funds. Motion Torian Bell, seconded by Denise Williams to approve the Leadership Academy contract. Motion passed 7-0.
5. Mr. Cox presented a comparison by school of the amounts paid to SubTeach for this year and the past two years showing a decrease in the amounts.
6. Motion Denise Williams, seconded by Ollie Collins to approve the March 14, Regular Minutes and the April 4, Special Minutes. Motion passed 7-0.
7. Mr. Cox reported on the 2014-2015 Audit and stated there were no findings in our Audit. We had a few little things like something coded to the wrong area but that’s just a matter of re-coding and not considered a finding and you can’t get any better than that and that’s a credit to our ladies here in the office. Motion Michael Ephlin, seconded by Jacqueline to pass the Audit Report. Motion passed 7-0.
8. Mr. Cox stated that we had two options for the 2016-2017 School Calendar that went to the Personnel Policy Committees for the staff to vote on and the count was 155 for Option A and 9 for Option B. Mr. Cox recommended approving the Option A 2016-2017 school calendar. Motion Sylvester Belcher, seconded by Torian Bell to approve Mr. Cox. Recommendation.

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9. Mr. Cox stated that we have 54 students transferring out under School Choice and I have shared this information with the principals and have sent letters to the parents. He stated that some of the requests are for kindergarten but you won't find a better kindergarten program than we have here. He stated that the transfers are not because of facilities and it's not because of technology but we will continue to make improvements. The only thing that will change this is if parents realize their kids can get a better education here. Michael Ephlin asked if we have any coming in to the district and Mr. Cox stated that we do have some and got a couple of request today.
10. Mr. Cox stated that we have a proposal from Tim Cowan with Athletic Surfaces Plus for Project Design/Engineering and Project Management Consultant for the football turf field, track and lighting project and they charge 8%. Mr. Cox stated he added in the proposal the statement; Compensation from the Osceola School District to Athletic Surfaces Plus for this proposal is contingent upon a successful special millage election to be conducted on June 28, 2016. The Osceola School District agrees to pay one-half the fee for a survey before the millage election on June 28, 2016. Mr. Cox stated that this means that if we don't pass the millage we are not going to hire them and the only thing we will be obligated to pay is half the survey cost which is about \$3000 total and the reason I did that is because if we wait until June 28 to do anything at all it's going to be pretty much impossible to get the project done before the season starts. Mr. Cox stated that they will do the lighting too but LED lighting is not as feasible for stadiums as it is for inside buildings but we can still get good lighting and that's something we can talk about later. Mr. Cox stated that he would like for the Board to hire Athletic Surfaces Plus for our Construction Manager for the football turf field, eight lane track and lighting. Michael Ephlin asked if we go ahead and do the survey will that ensure that the stadium is ready to go because the people are very excited about the football stadium and they want it ready to go and he also asked if there's anything else we need to do upfront to ensure this is ready to go? Mr. Cox replied that we really can't make any other commitment than this but the survey will tell us a lot and I'll visit with them again to make sure everything is on go.

Motion Michael Ephlin, seconded by Torian Bell to approve Mr. Cox's recommendation to hire Athletic Surfaces Plus as Construction Manager for the football turf field, track and lighting.
Motion passed 7-0.

11. Motion Michael Ephlin, seconded by Torian Bell to approve the Timed Agenda. Motion passed 7-0.
12. Mr. Cox reviewed the financial reports with the Board and stated that we doing fine financially. Our utility cost are down, fuel cost are down and we leased four buses for \$65000 and we had \$100,000 budgeted to buy a bus so we saved a little there. He stated that we are watching our money and spending federal money when we can. Motion Michael Ephlin, seconded by Denise Williams, to approve the financial reports. Motion passed 7-0.

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13. Mr. Cox reviewed the list of bills with the Board. Michael Ephlin asked if the amount for Konica Minolta is right. Mr. Cox stated he will get that corrected. Motion Michael Ephlin, seconded by Torian Bell to pay the bills as listed with corrections to mistake on the Konica Minolta amount. Motion passed by 7-0.
14. Superintendent's Report: Mr. Cox handed out a picture of the proposed new basketball arena and stated that he has been talking to the architects about the arena, football field and track. He stated that the football field and track and will be about 1.3 million and that leaves us 4.8 million for the arena but we don't need to go over 4.6 million. That that will give us a couple of hundred thousand and we won't spend 1.3 million on the football field if we don't do the LED lighting so that will save us some money there and you need a little bit of money because there's always things that come up that you didn't think about like track equipment which could run about \$70,000. He stated that they are trimming back some things and we will have a chance to make some revisions when we get the plans but they will make sure that everything the Board wanted is there.

Mr. Cox also stated that someone asked him what is the benefit of holding state tournaments here and Mr. Cox stated that we spent \$6000 on hotel and meals for our teams and cheerleaders to go to state and regional tournaments and there were 32 teams of 16 boys and 16 girls at the tournament so you're talking about close to \$200,000 just for a team then you think about all those people who are attending those meets so you might be talking about a half million dollars in benefits to a town like Osceola on hotels, eating and all that so you're talking about a lot of money. Michael Ephlin stated that is money going to the local economy.

Jackie Baker stated that if the millage passes it will go into effect in 2017 so it will be 2018 before the patrons pay the taxes. Mr. Cox said that is correct, it will be July of 2017 before we move in it so you won't get a tax bill until 2018.

Executive Session was held from 7:07 -7:22 p.m. with no action taken.

15. In the Personnel Report, Mr. Cox recommended transferring Toni Arnold from STEM Science Coach to K-12 Science Coach, Evon Littleton from STEM Literacy to STEM Literacy Coach, Mary Tucker from 3rd grade to 1st grade and hiring April Prunty for 6th grade Science at STEM. Motion Denise Williams, seconded by Torian Bell to approve Mr. Cox's recommendations. Motion passed 7-0

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Mr. Cox recommended hiring Monique Dyson for Sp. Ed. Aide at Carroll Smith and Adrian Nicole Griffin for M&O Secretary beginning April 4, 2016 and re-hiring the classified staff as listed. Motion Michael Ephlin, seconded by Jacqueline Baker to approve Mr. Cox's recommendation. Motion passed 7-0.

Mr. Cox recommended accepting the following resignations: Michael Johnson – High School Spanish, David Moon – Girls Basketball, James Andy Treat – High School Agri. Motion Jacqueline Baker, seconded by Denise Williams to accept the resignations per Mr. Cox's recommendation. Motion passed 7-0.

Following the personnel report Michael Ephlin stated that he received a message from Jackie Baker and she said that testing starts tomorrow at STEM and she wanted the Board members to greet the students when they get off the school bus and anyone who can should be at STEM at 6:55 tomorrow morning.

Jacqueline Baker stated that the STEM Showcase is this Saturday from 12:00 – 4:00.

16. Motion Michael Ephlin, seconded by Ollie Collins to adjourn. Motion passed 7-0.
7:28 p.m.

(Signed) James Baker, President

(Signed) Denise Williams, Secretary