

**CHASSELL TOWNSHIP SCHOOL**  
**Board of Education**  
**Regular Meeting**

**March 16, 2015**

The Chassell Township School Board of Education met on Monday, March 16, 2015, in the library. President Ken Kytta called the meeting to order at 5:30 p.m.

Present: Marcia Messer, Suzanna Tuomi (5:35 p.m.), Roger Tervo, Chris Holmes, Ken Kytta

Absent: Lynn Gierke, Carl Olson

Guests: Sarah Guidotti, Margaret Salmi, Patti Perfetti, Rick Chiochios, Tricia Tervo, Sarah Hoekstra, Tamera Pietila, Sue Hietala, Angela Danison

**Comments from guests:**

- Concern regarding more and more Sunday practices with basketball.
- Discussion was held regarding a guest singer for the national anthem. Another suggestion was to have students write an essay regarding good sportsmanship. Students could be selected to read their essay before the national anthem.
- A thank you was received from support staff members regarding their recent pay raise.

Regular Board Meeting – February 16, 2015 – Chris Holmes moved, seconded by Marcia Messer, to approve the minutes of the regular meeting on February 16, 2015. Motion carried with all members voting AYE.

Treasurer's Report - Chris Davidson reported an Income of \$184,896.10 and Expenses of \$165,039.92 leaving a Net Income balance of \$19,856.18.

The General Fund Cash & Investment Balance as of February 28, 2015, was \$183,679.86.

Chris Holmes moved, seconded by Marcia Messer, to approve the treasurer's report, petty cash report, and to pay the February bills as submitted. Motion carried on a roll call vote:

AYES: Marcia Messer, Suzanna Tuomi, Roger Tervo, Chris Holmes, Ken Kytta

NAYS: None

**COMMUNICATIONS**

**A. Administrative Items**

1. The governor's budget shift for 2014-15 was reviewed. An update was given on how the proposed budget would affect our district.
2. A new immunization law will be in effect beginning with the 2015-16 school year.
3. Jack Dueweke, Director of Emergency Measures for Houghton County, is working on a grant proposal to purchase Nightlock Door Safety Devices. Literature regarding the safety devices was distributed among the board members.
4. Request to congratulate the following:
  - a. Coach Bill Sleeman and the varsity boys basketball team (5-7-0 conference record)
  - b. Coach Raphael Soumis and the junior varsity boys basketball team
  - c. Coach Brandi Hainault and the varsity girls basketball team (4-8-0 conference record)
  - d. Coach Ginger Sleeman and the junior varsity girls basketball team
  - e. All Conference Players:
    - i. Boys 2<sup>nd</sup> Team – Lars Daavettila
    - ii. Girls 2<sup>nd</sup> Team – Karli Michaels; Honorable Mention – Milly Hoskins

5. Extend gratitude on behalf of the board, administration, staff and students to Sandy Curnow, Margaret Salmi, Polly Sue Goddard and Jacy Goddard in recognition of National Food Service Week.
6. Winter sports are over and spring sports are gearing up.
7. March is Reading Month – The entire elementary will be reading Charlotte's Web. Wednesday, March 18 will be "Muffins with Mom".
8. Connect-To-Kindergarten will be our new spin on Kindergarten Round Up. That has been scheduled for Tuesday, March 17 at 1 p.m.
9. Class of 2015:
  - a. Valedictorians – Abigail Heikkila and Ellie Hyypio
  - b. Salutatorian – Heather Waineo
  - c. 6 out of 14 graduates will be graduating with honors (GPA 3.25 or better)
10. ACT vs SAT – Last month, a board member asked about early college credit transfer and how that would affect transferring to a 4 year college after receiving an associate's degree while in high school. The response Mr. Davidson received from MTU was "Generally for transfer students the ACT and soon to be SAT scores are not requested since the student already has college credits; however, if there were any questions about academic performance the scores may be requested and factored into admissions."
11. After a visit with MTU and discussions with GCC the issue of seniors receiving scholarships and not using them until after a fifth year of high school is not an issue. Scholarships will be issued during the regular graduation ceremony, the scholarship money will be held until the student finishes dual enrollment. There are no concerns over the state's switch to SAT from the ACT.
12. Spring recess is just around the corner and state assessments will be beginning April 13.

## COMMITTEE REPORTS

### A. CCASB Report –

- Winter Program & Open House – Wednesday, March 25 at CTS  
3:00 p.m. – 6:00 p.m. CBA 104 – School Law  
5:30 p.m. – 6:00 p.m. Regular Meeting  
6:00 p.m. – 6:30 p.m. Dinner  
6:30 p.m. – 7:00 p.m. School Tour  
7:00 p.m. – 8:00 p.m. Michigan State Police – Active Shooter presentation
- Area Wide Nomination – Due Wednesday, March 25
- Local Award Winners – Due Friday, April 10
- Annual Awards Dinner – Wednesday, April 22

### B. Personnel Committee Report – Chris Holmes reported the committee had met on Thursday, March 5, 2015, with the support staff. The theme of the meeting was to let everyone have a chance to voice concerns or ask questions. Topics that were discussed included:

- i. Annual performance reviews
- ii. Annual review of wages
- iii. PTO – Paid Time Off or Personal Time Off vs Sick Leave only
- iv. Longevity
- v. No pay difference based on experience or years of service. A new hire starts at the same rate of pay as existing staff members.
- vi. Higher pay wages for the food service staff as they need to become certified and must continue to take additional continuing education classes.

### C. School Improvement Committee – Chris Davidson gave an update on behalf of the school improvement committee. The committee met on Tuesday, March 10, 2015. Members from all areas of interest were in attendance; school board, administration, staff, students and parents. Discussion was held regarding the results of the surveys completed last year. Four key components came out of the surveys; the largest being communication. The committee broke out into work sessions and used the (QFT) Question, Formulation Technique as demonstrated through the book study in the fall when the group read *Make One Change*.

## DISCUSSION ITEMS

- A. Superintendent evaluation/contract discussed. Six out of seven board members completed and returned their evaluation forms. Of the evaluations returned, the overview was very positive and the consensus was unanimous to renew Chris Davidson's contract.
- B. Early College – A discussion was held regarding the early college information that has been shared with board members. At this point in time, Gogebic Community College is waiting to hear from Chassell Township Schools. The next step would be to get a *MOU (Memorandum of Understanding)* from Gogebic Community College to review what each entity would be responsible for. The MOU must then be presented to the board for approval. By acknowledging that the board is ready to move forward, Mr. Davidson should then check with the sophomore class (next year's junior's) to find out how many students are interested in taking the Compass evaluation test which would allow them to be able to sign up for college level classes. The next scheduled date for the Compass evaluation is Friday, April 17, 2015.
- C. CTS Child Care – Board members reviewed information provided by Chris Davidson regarding the start-up costs for an in-house child care program. Approximate costs would range from \$1,400.00 to \$4,800.00 depending on what additional state inspections need to be done in the former BHK head start classroom to make it eligible for a child care program. In the past, any additional inspections that were required were paid for by BHK. Further discussion was held.
- D. New CTE Class – Area wide superintendents took a tour of the L'Anse Area Schools on Friday, February 27, 2015. The reason for the tour was to become familiar with the new *Machining Class* that will become part of the CTE courses available through the CCISD Career Tech Center beginning with the next school year (2015-16). The class will be held in L'Anse at the L'Anse Area Schools. The new CTE class will be a two year course with the first year, two-hour block, the students would report to L'Anse Area Schools for class. The second year, two-hour block the students would report to L'Anse Manufacturing where the students would learn on-the-job experience within the machining industry. In order for L'Anse Area Schools to receive funding through the Career Tech Center, the school district must be able to offer classes to a minimum of three school districts. Due to the logistics of L'Anse Area Schools, L'Anse will be offering classes to their own students, Baraga Area Schools and Chassell Township Schools. L'Anse will also be working on trying to find other manufacturing companies that would like to train students so that if Chassell has students interested in the machining course, the second year they could possibly work closer to home rather than driving to L'Anse each day.

## ACTION ITEMS

- A. Area Wide CCASB Nomination – Chris Holmes moved, seconded by Suzy Tuomi, to select 31 Backpacks as the area wide CCASB nomination selection from Chassell Township Schools. Motion carried with all members voting AYE.
- B. MOU (Memorandum of Understanding) - Chis Holmes moved, seconded by Suzy Tuomi, to approve obtaining a MOU from Gogebic Community College to pursue the early college option for next year's junior class. The MOU will be brought to the board for approval at a future meeting. Motion carried with all members voting AYE.

- C. Superintendent Contract – Chris Holmes moved, seconded by Roger Tervo, to renew the superintendent contract for a 1 year period (through June 30, 2017). Mr. Davidson was praised for his over-abundant amount of energy and enthusiasm for education. His passion and support for his staff and students is foremost each and every day. Mr. Davidson was rated as a “highly effective” administrator. Contract renewal approved by roll call:

AYES: Marcia Messer, Suzy Tuomi, Roger Tervo, Chris Holmes, Ken Kytta

NAYS: None

- D. Tenure – Suzy Tuomi moved, seconded by Marcia Messer, to grant tenure to Annie Klein. Motion carried with all members voting AYE.
- E. 5<sup>th</sup> Year Probation – Roger Tervo moved, seconded by Chris Holmes, to grant 5<sup>th</sup> year probation to Heather Hainault. Motion carried with all members voting AYE.
- F. 5<sup>th</sup> Year Probation – Chris Holmes moved, seconded by Roger Tervo, to grant 5<sup>th</sup> year probation to Sarah Hoekstra. Motion carried with all members voting AYE.
- G. 5<sup>th</sup> Year Probation – Chris Holmes moved, seconded by Suzy Tuomi, to grant 5<sup>th</sup> year probation to Rebekah Schmidt. Motion carried with all members voting AYE.
- H. 4<sup>th</sup> Year Probation – Chris Holmes moved, seconded by Roger Tervo, to grant 4<sup>th</sup> year probation to Rick Chiochios. Motion carried with all members voting AYE.
- I. 4<sup>th</sup> Year Probation – Chris Holmes moved, seconded by Roger Tervo, to grant 4<sup>th</sup> year probation to Marco Guidotti. Motion carried with all members voting AYE.
- J. Resignation – Chris Holmes moved, seconded by Suzy Tuomi, to accept with regret the resignation of special education aide, Jessica Chiochios. Motion carried with all members voting AYE.
- K. Hire Special Education Aide – Suzy Tuomi moved, seconded by Roger Tervo, to hire Tamara Pietala as a special education aide. Wages to be paid according to the support staff pay schedule; employee will be employed through GMS – Good Marks for Schools, a third party contract employer. Motion carried with all members voting AYE.
- L. Elementary Boys Basketball Coach – Marcia Messer moved, seconded by Chris Holmes, to hire Adam Sleeman as the Elementary Boys Basketball coach. Wages to be paid according to the Schedule B as printed in the CCEA teacher’s agreement; and paid through GMS – Good Marks for Schools, a third party contract employer. Motion carried with all members voting AYE.
- M. Golf Coach – Suzy Tuomi moved, seconded by Roger Tervo, to hire Calvin Larson as the golf coach. Wages to be paid according to the Schedule B as printed in the CCEA teacher’s agreement; and paid through GMS – Good Marks for Schools, a third party contract employer. Motion carried with all members voting AYE.
- N. Resignation – Roger Tervo moved, seconded by Chris Holmes, to accept with regret the resignation of Cory Dompier as a Title I aide. Motion carried with all members voting AYE.
- O. April Board Meeting – The April board meeting will be held on Monday, April 20, 2015, at 5:30 p.m..
- P. CCASB Dinner – Reminder, the CCASB Award Dinner will be held on Wednesday, April 22, 2015, at 5:30 p.m. (social) and 6:00 p.m. (dinner).

Chris Holmes moved, seconded by Roger Tervo, to adjourn the meeting at 6:31 p.m. Motion carried with all members voting AYE.

Approved:

President:

Secretary:

Feb 23, 2015

Dear Mr. Davidson,

It has been brought to my attention an aide position in the Special Education room has opened and I would like to express an interest in it.

I have worked as a substitute aide for the Chassell Schools for the past 1½ years in various positions and have thoroughly enjoyed it!

I graduated from Willmar Area Vocational Institute in 1982 with an LPN degree, and also have an additional 45 credits from St. Cloud State University.

Enclosed you will find copies of my transcripts from above stated schools.

Thank you for your time and consideration. I look forward to speaking with you again about this opportunity.

Sincerely,  
Tammara Pietila  
Tammara Pietila

Chassell Township Schools  
ATTN: Christopher M. Davidson  
P.O. Box 140 Chassell, MI 49916

Dear Christopher Davidson,

I'm writing to apply for the open Head Varsity Golf Coach position at Chassell Township Schools.

I've always dreamed of getting into coaching and this position would be a great starting point for me in a sport that I have a great understanding of.

I golfed for three years as a high school student at Chassell and loved every minute of it. Our team never quite reached expectations, but we made memories and learned lessons that are still a part of my life today.

Golf is a great sport because it's a sport you can play for the rest of your life. It is also a sport that expects a lot of etiquette and sportsmanship. Mr. Gregg Bjorne, my high school golf coach, taught me how to act respectfully on the golf course. I have never forgotten those lessons and get frustrated when I see individuals on the course not meeting those standards.

I would teach my student-athletes the rules, proper golf etiquette, how to respect their opponents, how to be encouraging to teammates and opponents, and to strive everyday to improve their game.

High school sports provide endless lessons for student-athletes to use later in life. You can never perfect the game of golf and that is one thing I love about it. You can have the greatest round of your life and the worst round the very next day. You can never get too high or too low and that is the reality of life.

The open position offers a fun new challenge for me and gives me a chance to give back to a community that built me into the person that I am today. I am grateful for my high school coaches and enjoy talking to them to this day.

I appreciate you taking the time to consider me for the position.

Sincerely,

Calvin Larson

906-281-2493  
calarson@mtu.edu

2/27/15

To Whom It May Concern:

First I would like to say that I have enjoyed working at the Chassell Township School District. Working as the Special Education Aide has allowed me to see how hard-working and compassionate the staff is and how talented and special the students are. It has been a very rewarding experience.

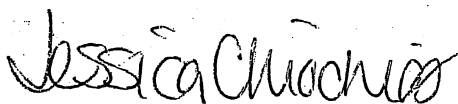
I am currently in my last semester of a two-year online Medical Coding and Billing program. My last requirement is to do an internship. Unfortunately my internship placement is requiring me to fulfill my hours during regular business hours, Monday-Friday. This has forced me to choose between finishing my degree or continue to work at the school. Weighing my options, I have chosen to resign from the school and finish my degree.

If I hadn't decided to finish my degree, I wouldn't have left during the school year, but I also wouldn't have been able to return to the school in the fall. The current wages and lack of benefits wouldn't permit me to return, even though I thoroughly enjoyed being the Special Education Aide.

The support staff wages and benefits are not comparable to other schools. It was shocking to see where our wages are compared to other districts. We are making an average of \$3-\$5 less per hour than other area districts' paraprofessionals. In addition, some schools even offer insurance benefits to their support staff. Many schools also have a pay scale, which guarantees raises based on performance and length of service. Those would be great incentives to keep quality people within the school district.

Also, our snow days are unpaid. The last few years have had several snow/cold days. Both years that I have been here, I have missed at least 2 weeks of pay due to snow days. That really adds up, especially since we also don't get paid for any holiday breaks. We are not given the option of working on snow days. It is my understanding that each paraprofessional was budgeted to be paid a certain amount for the school year, but we don't receive that money on snow days. That money is not being used for the paraprofessionals as it was intended.

I believe that the children deserve to have an educated, quality staff teach and mentor them. The children need consistency. This may not be easy to achieve under the current circumstances. Thank you for your time and I hope that you take my concerns into consideration.



Jessica Chiochios

March 13, 2015

Dear Chassell School:

Regretfully, I am formally giving you my letter of resignation. My last day of work here will be Friday, March 27, 2015. I have accepted a position at Michigan Tech.

It has been an honor to be a Chassell Panther for the last 15 years. Thank you for the privilege of working with all the AWESOME students and staff here. I will miss you all.

Best of luck,



Cory