

ONSTED COMMUNITY SCHOOLS
BOARD OF EDUCATION
Regular Meeting Minutes
August 18th, 2025

Meeting called to order at 7:00 p.m. by J. Terakedis.

Members Present: R. Reynolds; D. VanBrunt; J. Terakedis; R. Tessier; A. Gast; C. McMichael; C. Garrison

Members Absent: *None*

Others Present: J. Royce; K. Sanders; M. Davis; A. Ellison; T. Comden; A. Moore; K. Sanders; J. Mykleoff; T. Holly; 12 other community members

The Pledge of Allegiance was led by J. Terakedis.

Mission and Vision Statement read by J. Terakedis.

Motion by C. Garrison to approve the agenda for Regular Meeting on August 18th, 2025.

Seconded by D. VanBrunt.

Motion carried 7-0.

Motion by C. McMichael to approve the minutes of the July 18, 2025 Board of Education meeting.

Seconded by R. Reynolds.

Motion carried 7-0.

Motion by A. Gast to approve the disbursements for the month of July 2025 in the amount of \$1,512,558.47.

Seconded by R. Tessier.

Motion carried 7-0.

Comments from the Audience:

Amy Bayes - Band Booster Club - Treasurer/President - established Club as their own entity; generous donation to purchase trailer with understanding funds would be matched to finish trailer and provide labeling/sticker wrap for trailer, shelves/tie downs. Asked to turn in all monies raised must be turned into the Board Office. Monies, spreadsheets, and the cash box were turned into the Board Office. After turning in above, they received a message that the funds left in their account would be used for the intended purposes but now they are being told they no longer have the funds in their account. Asking for Board assistance to secure their funds to get the wrap and final fittings to equip the trailer for use.

J. Terakedis - Not aware of the funds or processes, but the Board will look into it. The Board fully supports Academics and Sports and the Arts.

Tammy Holly - Volunteer at CPC Lenawee - Community Event - Tim Tebow speaking at Adrian College on September 8th. 5pm for Students 14-24 years of age; 7pm for community/all.

Ryan Pustay - Band Boosters Member/Band Parent - 4/6 children are band kids, former band kid; during the process of Band Camp, received a message that Band is running in a deficit. Curious and asking for clarity for the financial budget and explanation of where funds are going, being spent, and what is happening.

J. Terakedis - Board support of Band,

R. Tessier - thank you and much appreciation for setting up the Band Boosters and getting that set for the kids and program

Tess Thomason - When deficit was brought to the Band Boosters/Parents attention, they were told no band camp; worked hard to make Band Camp happen. Without the presence of Band Camp, there may not be opportunities to go to the Marching Band Festival, and have show performances at events/games. Thomason wants the Board to be aware of hard work and everything they do to make it happen for the kids.

R. Reynolds - thank you for pulling together and making the Band Camp happen.

Travis Johnson - Asking for clarity on fee for using fields for Soccer. OCRC. Has there been any further development? Fee is staying and in place?

J. Terakedis - existing board policy; OCRC is Class 2; during normal business hours, free for use; when no staff weekends: \$15/hr Saturday. \$20/hr Sunday. Caps at 4 hours per day. Existing policy and policy is being enforced. Fee is staying as is, and current Board Policy.

Reports: *No building reports for the month of August*

Motion by R. Reynolds to recognize the hiring of Jarrod Woods, Facilities Assistant; Leigha Funchion, GSRP Associate Teacher; Andrea Whitson, GSRP Associate Teacher; Samantha Kerr, Apprentice Teacher.

Seconded by A. Gast.

Motion carried 7-0.

Motion by C. Michael to acknowledge the separation of Daisy Judson, Paraprofessional; Julia Vandervelde, GSRP Teacher; Cherie Sayle, GSRP Third Person.
Support by C. Garrison.
Motion carried 7-0.

Motion by D. VanBrunt to approve the leave of absence for Brooke Armstrong.
Seconded by R. Tessier.
Motion carried 7-0.

Discussion

The Board discussed the Letter of Agreement with the OEA Union and the GSRP/Preschool staff. Mr. Royce and Union President, Andrew Moore, met with Uniserv regarding a Letter of Agreement and made the agreement that GSRP And Preschool Teachers are not going to be considered under the OEA Contract. Vague language existed in the OEA contract that all "Lead Teachers for over 150 days per school year" will be covered by OEA contract. Vague language creates conflicts/contradicts GSRP/Preschool functions and different schedule/class sizes/hours/wages than the OEA contract verbiage.

Andrew Moore spoke to clarify the LOA and relationship of Union and current staff. At this time, a Letter of Agreement is in place to separate OCS Teachers and OES Preschool and GSRP programs. This is a common practice across Lenawee County and in the State. Allows budget alignment for programs to align with State Funds/Grants, versus impact on OCS financial budget.

R. Tessier - asked about what verbiage exists and when it will change?

J. Terakedis - asked are all GSRP/Staff aware of the changes and its impact? With Board approval, this will not result in further pay changes or contract terms?

R. Tessier - asked where the funding and contract lined out and where the pay scales are written out. Are we going to create a problem where staff compare pay across the district and we run into a problem with inequity.

M. Davis - pay scale was created by the previous administration, but no formula or explanation of previous practice is known. Marsha explains the growth and changes/challenges with each year, With future contract negotiations, the verbiage can be beneficial and protecting for district and employees

J. Terakedis - asking if the arbitration and information outlined in contracts for GSRP/Preschool exists and present to protect the interests of the District and the interests of the employees.

J. Terakedis - asks that over the next week or so we seek verbiage and an interim agreement until the next negotiations. Desire to protect the District and Employees.

R. Tessier - wants to see the District and Employee are protected until negotiations can occur. Support LOA, but unsure about status of interim before next negotiations.

Motion to move GSRP Letter of Agreement to Action item #19. Moved by C. Garrison.
support R. Reynolds.
Motion carried 7-0.

Action

Motion by R. Tessier to approve the *spirit* of separating GSRP positions from OEA contract due to the nature of the program

- Investigate agreement between LISD, OEA, OCS (with Kyle)
- Investigate contracts and what will be effected, do not want to adversely affect current employees, and District
- Investigate change with existing employees and that they are aware and understand whys
- Bring new proposed agreement to next board meeting for approval
- Give trust/approval with the district that they have power to move forward with administrative agreements in the interim before next meeting with staffing and needs; splitting the the agreement of GSRP from OEA standard teaching agreement with Board approval of agreement at the next board meeting for contract;

1. Research in what staff are affected, what are the terms, repercussions, and/or unintended consequences for District and Staff.

2. Kyle Hoffman to review language of employment agreement for the school year.

3. Research to LISD about "leasing" space

Board is empowering Royce and Moore to come together and executive agreements and verbiage

D. Vanbrunt - asked if the Board has the power to reverse or make changes to the agreement if the Board disagrees with Superintendent/OEA verbiage.

Board gives the District Admin team the go ahead to execute the LOA with the spirit of ensuring our employees are properly communicated with, that our current employment agreements are in the interest of both protecting them and the district (confirm with Kyle Hoffman, JD), etc. Only if one of the bullets is not clear or satisfied would it need to come back to the district for potential action in a meeting, if everything is met to the satisfaction of Jonathan, then it can simply be in his update/report.

Support by A. Gast
Motion Carried 6-1.

Motion by D. VanBrunt to approve Full Meal Prices for the 2025-2026 School Year.
Support C. Garrison.
Motion 7-0.

Volunteer by C. McMichael to serve as delegate, J. Terakedis volunteered to serve as an alternate for the Michigan Association of School Boards Annual Delegate Assembly in October in Traverse City, Michigan.

Motion to elect C. McMichael as MASB Voting Delegate and J. Terakedis to be an alternate at MASB Delegate Assembly in October. Moved by A. Gast.
Support by D. VanBrunt.
Motion carried 7-0.

Committee Report - *None for the month of August.*

Superintendent's Report -

J. Royce spoke about Free and Reduced Lunch programs; District is asking and encouraging families to complete surveys for each child. The surveys give opportunity for other grants and funding for the District. Messages have been sent out in multiple formats across the district. Families should complete even if they do not qualify because the submissions provide information for other grant/funding opportunities.

Facilities update - working with Grainger and TNP (Facilities Condition Assessment)

Purpose of the FCA: Identify critical maintenance and renovation requirements; prioritize improvement; budget guidance. Site Assessments were completed last week; Grainger has all reports and information needed for cost estimates

Goal/projection to have final FCA to Board in September

Next steps, draft review of FCA, consult meeting to follow, final FCA for approval and strategic planning will begin once approval occurs.

Thank you to Jeff Kelly for coordination management of the process.

Kudos to the Admin team as they worked hard to plan professional development and had everything set up for the Staff to return today.

Board Comments -

R. Reynolds - Parent approached him to give his positive impression on Mr. Royce on his presence and involvement on Mr. Royce attending and visiting fair kids

D. VanBrunt - kudos to jonathan and thank you for visiting fair kids

J. Terakedis - thank you to staff - gym and building looks fantastic. Excited to see everyone at the picnic/welcome back on Wednesday. Appreciative to the efforts to make look great

P. Tessier - welcome back to students and staff; look forward to a great school year.

A. Gast - attended welcome back breakfast - thank you MR. Royce (consistency, courage, care), great speech, thank you for sharing. Enjoyed the speech. Excited for welcome back picnic excited for the picnic on Wednesday. Would like to see OCS be a bigger component in involvement in youth sports. Spoken with community and parents, sees great potential in continuity and strength in programs. Sees a positive impact. Wishes to see policy to change the fee policy for facility use removed if we cannot build a stronger impact with OCRC.

C. McMichael - thank you admin team for all your hard work and preparation for the school year; wishes everyone the best school year; band camp was great; great idea to have parents involved and marching with kids, cool idea! Thank you Tammy for coming and reminding everyone about CPC. Great speaker last year and great event. Good start to school year for all

C. Garrison - Thank you Mr. Royce for coming out to the fair, students and parents appreciate it. Thank you to everyone for coming tonight and sharing voicing comments and concerns. Looking forward to a great school year. Go Cats!

Motion by R. Reynolds adjourned the meeting.

Seconded by C. Garrison

Motion carried 7-0.

The meeting adjourned at 8:20 p.m.



David VanBrunt, Secretary
Board of Education
DVB:nlr