

Minutes of Work Session

May 9, 2011

The Board of Trustees

Houghton Lake Community Schools

A Work Session was held on Monday, May 9, 2011, beginning at 6:00 PM in the High School Library.

Board Members Present – Paull Fry, Dave Johnson, Ron Duquette, Dave Harned, Tim Scherer, Merry Maiani, Tom Dean

Administrators and Staff Present – Brent Cryderman, Melisa Akers, Camie Hansen, Susan Tyer, John Earley, Jared Socia, Anjanette Rusmisl, Marilou MacKenzie, Karen Hunt, Angie Shavalia, Kelly Jock, Darlene Roberts, Tonja Hinkston, PJ Steeby, Dave Aluia, Gail Harned, Jan Pendrys, Pat Bigford, Mary Murphy, Beth Kraft, Frank Schultz, Susan Fitzryk, Diane Rustad, Michelle Schultz, Sherry Poindexter, Becky Wagner, Lori Warson, Deb Markiewicz, Joann Gillman, Coreen Julin, Laina Delay, Ann Shavalia, Barb Bobalek, Michelle Johnson, Jill Trahan, Alicia Thompson, Sally Cotterman, Penny Chenette

Visitors Present – Barbara Natowski, Leonard Natkowski, Debbie Hauch, Beth Stockwell, Ed Morris, Brooke Davis, Char Murphy, Jan Manley, Irma Austin, Marvin Austin, Lowell Souder, Barb Souder, Nichole King, Anne Bawek, Brooke Souder, Mark Souder, Allison Hood, Brad Stimac, Mindy Burtis, Rick Eldred, Tammy Eldred, Martha Norris, Dominique Csapo, Lena Aldridge, Mike Laga, Mike McKenney, Becky Radulski, Dave Manley, Cathy Koupal, Rich Koupal, Jill Huber, Penny Vendzuh, Rod Lewis, Sandy Struggow, Becky Purvis, Lori Sajdak, Renee Britvec, Kraig Britvec, Kristy Carrick, Stacey Barnes, Louise Nagy, Zach Aldridge, Tanya LeMire, Nan Akin, Joe Wagner, Jessica Scott, Brigitte Doehring, Kelly Hammontree, Betsy Mead, Larry Mead, Dan McGregor, Jane Affholder, Jonathan Talbot, Shirley Hargesheimer, Jamie Houserman, Tracey Haggart, Charlotte Fitzgerald, Jack Kramer, Jim Haff, Bob Philo, Brenda Brady, Justin Akin, Debbie Halliday, Laurie Chudzinski, Joe Chudzinski, Amy Stimac, Cortnie Talbot, Chad Morrison

1. Approve Minutes of Previous Meeting - April 25, 2011 Regular Meeting

Motion by Duquette, support by Maiani to approve the 4-25-2011 minutes as presented. All in favor, motion carried.
Yes – 7, No – 0.

2. Approve Board Agenda

Addition of second reading of request for an overnight trip for the golf team with an action item to approve. Motion by Duquette, support by Maiani to approve the 5-9-11 agenda. All in favor, motion carried.
Yes – 7, No – 0.

3. Approve to Expand the Scope of the Investigation by School Attorney Ray Davis to Include the Allegations Against a School Employee -

As you know, I have been charged with investigating allegations that have been currently raised concerning the district. I was charged by the board to investigate those last month. I have been moving forward with that investigation. During the course of the investigation I have received allegations concerning a lower level district employee. A district employee who is not supervised directly by the board but instead is supervised directly by the superintendent. Normally this is something that would be investigated by the superintendent. We have two issues: the current superintendent is on administrative leave; the superintendent that we have in the office is an interim. The allegations that are involved are allegations that concern matters that are at least related factually if not substantively to the current investigation that is ongoing. For that reason, for efficiency purposes, it seems to make sense that the board consider expanding the scope of my investigation so that I can respond to the allegations that have been raised, not necessarily, but to factually investigate so I can make a substantive conclusion for the superintendent if he comes back from leave or for the interim superintendent concerning the appropriate course of action. Because the matters are factually related to my current ongoing matter, in terms of efficiency, I think it makes sense to expand that scope. I have placed before you a proposed resolution. None of you board members have received a copy of the complaint. None of you board members really know the substance of the complaint. The reason being that this is a complaint that is appropriately at the superintendent level. So you are going to need to accept my word that the factual matters are related to my current pending investigation. I have before you a proposed resolution that would broaden the scope and makes clear the reason for the request that my investigation be expanded. Why don't you take a minute to review the resolution and I

would be happy to answer any questions that you may have. I only have authority right now to investigate the original scope. To look at these additional matters I need permission to broaden the scope. Motion to broaden the scope of the investigation by Duquette. Support by Maiani. All in favor, motion carried. Yes – 7, No – 0.

4. Individual Speakers

Ray Davis There is a request by the superintendent's attorney and the superintendent's wife to be placed on the agenda. The request suggested that the current superintendent is on suspension. He is not on suspension, he is on administrative leave. Let me make this clear, we represent 450 school districts. I have overseen multiple investigations of this nature and been involved personally in multiple investigations of this nature. It is normal course to put an individual who has been charged with allegations, whether they are a teacher, an administrator or superintendent, on paid administrative leave during the pendency of the investigation. It is non-disciplinary. The purpose is to protect both the investigations integrity and the interest of the employee on non-disciplinary leave so the employee is not charged with tampering in the investigation. Let me say this: The board will not condone any speak by any employee here tonight that infringes upon anyone's due process rights or that defames anyone. The board does not condone that. If an employee gets up and speaks tonight and engages in speak that is defamatory or violates someone's due process rights then that is outside the scope of that employees actions and the board will consider whether or not it is appropriate for discipline.

A. Mr. Murphy has requested that his attorney speak on his behalf (Ed Morris)

My name is Ed Morris and I represent Kevin Murphy. Originally when I chose today to speak I thought today might be the day that the board would go into closed session and vote whether or not to reinstate Kevin and that is why I got on today's agenda. I understand from Mr. Davis that, because of the additional matter that is going to be investigated, it might be a little longer period of time for that to happen. However, I was on the agenda and I came here to speak on Kevin's behalf. As everyone knows, Kevin has been on administrative leave since March 28th. Kevin is anxious to get back to work on behalf of the school district. Part of the delay I will take responsibilities for. I was on family vacation out of the country and could not meet with Mr. Davis. I apologize for that. Kevin wants the school board and the community to know that he is still committed to the positive changes that he talked about at the time of his interview. I will talk a little about change because change can be difficult. The enhancement of the curriculum to raise the expectations of teachers, administrators and the students here. More of a customer friendly approach. Where both the teachers and administrators bought into a customer friendly approach toward not only the students but the parents as well. Kind of reflective of the better businesses that are out there. Another change that Kevin tried to implement as superintendent involved the use of a new evaluation form for the administrators. He was told by a board member that the prior evaluation form was too subjective. It was essentially meaningless. It did not contain measuring data. The board member who told him this said it was fluff. Kevin went out and researched it and got a new evaluation from used by the Department of Education in Iowa. He thought that this form would be better in measuring, by empirical data, on a year to year basis, the progress of the administrators and the progress of schools that administrators were responsible for. So he implemented that form and he shared it with the administrators to tell them that, going forward, they were going to be expected to, by empirical data, improve. If they did not improve, Kevin would work with them to improve. Whether that involved going to other school districts that had better methods, or whether that involved innovation, Kevin was going to be there to help to improve the school district. Kevin was also asked to make changes to the contracts of administrators to give the board more leeway. He tried to do that. He also recommended the RTI program. It is a literacy program that identifies gaps in reading at an earlier stage for younger people. Some people who may not like some of these changes said maybe the RTI program was a way to give his wife a job. Mary will speak after me, and people who are in the know realize that is absolutely not true. It is a federally mandated program. It is a national program in that teachers in Michigan either need to invite someone outside the state to come here, or teachers here have to go outside the state to be trained. It doesn't cost the district one penny. All of Mary Murphy's income is covered by a federal grant as I understand it. These are some of the changes that Kevin Murphy was trying to make in the school district. They were positive changes. Change is difficult and one thing change requires often times is more effort on the part of people. People often times, when there is change, they are required to work harder, to learn more, to adapt. Some people would prefer to do things in the past. Kevin, when he was interviewed, sold the board on the fact that he was going to come in and make some changes. To increase expectations of students, administrators, teachers, parents and to raise the school up. There are some people who will oppose change. In some instances, some of Kevin's changes were being opposed. The board now is faced with the situation where there are some allegations made against Kevin. Ray Davis is doing the investigation. Kevin has met with Ray Davis. He has answered every single question. I was with him and there wasn't a single question that Kevin declined to answer, so he has cooperated. When Kevin came here, he wants me to tell you this and I think this will resonate with the board, he came here not viewing this as a stepping stone to go somewhere else. He came here with a 100% commitment. He enrolled his kids in the school district. He bought and remodeled a house. They have become part of the community. He wants to come back to work as soon as possible and to work 24/7. For the community and for the family. Kevin is a hard worker. I will say things he wouldn't say about himself. He is a good parent, and a good teacher. Kevin wants the opportunity to get back in the saddle and serve this school district. If you will allow me one personal observation: Introspection and criticism are things that make leaders stronger. Kevin has had six weeks to reflect on everything. I believe what is going to happen when he comes back is you will find that he is a stronger and better leader. So my message to the board on behalf of Kevin is that you have a good and fully committed superintendent here. A guy who wants to be part of your community, who puts a lot of pride in his work. He wants to elevate the Houghton Lake school district. People in the know are aware that there are certain school districts in the state of Michigan where college admissions people pay special attention to those applications. Those districts are recognized. That is what Kevin is striving for. You only get there by raising the bar and expectations of teachers and administrators. You only get there by change. You don't get there by doing the same things over and over again for 15-20 years. You get there by innovation. You get there by borrowing techniques and the latest methods of school districts that are working. Sometimes you get there by trial and

error. You have to change in order to get there. The message that Kevin has, that sold you is; "I am that guy, I will come to Houghton Lake. My wife and I will move there and jump in this 24/7." You got a bonus, in my opinion, with Mary because she is highly trained in her field and she is qualified to lead the RTI program. I am told the RTI program has already started to pay dividends which are evident by testing data. Teachers in every single grade have asked her to continue with the program. Kevin wants to get back to work. I know Ray Davis is working diligently. I know he will get this done. There is an old adage, "Out of sight out of mind." Kevin does not want that adage to apply here. He can't be here. He has followed the Board's resolution. He hasn't talked to witnesses. He can't come to these meetings, so I volunteered to come here. The board needs to hear the message that he wants to come back and continue working. He wants to make this district the best in the state. I thank you very much for allowing me to speak on his behalf.
Dave Harned – I forgot to announce that we are taping this. Every meeting is taped now only for transcription purposes.

B. Mary Murphy request to speak

I would like to thank Mr. Injasoulian and Mr. Harned for approving my request to be on tonight's agenda. It means a lot to be able to stand before you to express my thoughts and feelings that have been swelling inside of me over the last six weeks. I am coming before you tonight as Kevin's wife, as an educator of 15 years, a HLCS proud parent, and a HL community member. Much has been said and written over the last six weeks about the difficult job that you have as board members, and I fully agree that it is a difficult job. I do understand that you give a lot of yourselves when you put yourself in front of all of us the way that you do. So, thank you for that. I would like to remind you of a very difficult decision you made two years ago. Two years ago Mr. Injasoulian took a look at the district and decided that you were firmly on your feet and it was once again time to enjoy his retirement. So, at that time, you set out to find a new superintendent. It was different than what you had been doing to get through the difficult financial times. When you had superintendents come in for whatever time they could in order to give of themselves. In order to get the district back on its feet financially. This time you hired a search firm to find a superintendent who was here to stay. Someone willing to be committed to the community. At that same time, two years ago, Kevin was looking for the right superintendency. Together we looked at postings and we were very choosy. We were looking for a small community with strong schools, because we grew up in a small town and wanted to raise our children that way. Prior to his interview, Kevin and I felt it was important to visit the community. We came and spent the day in town. We made appointments with the principals; we toured the buildings, watched instruction in process and met staff. After that a sigh of relief came from me, because this was a place I could see my three children living and going to school. Basically, I gave him the thumbs up. I attended both interviews with Kevin. During both of those interviews I noticed a strong theme throughout the interview process. It was apparent that the district had gone through some difficult financial times that were behind you. You were fully "feet firm" on the ground and ready to move forward. There were a lot of questions about vision, goals and building a five year plan. That was hit pretty hard. You were looking for someone to lead the district through change and into greatness. I believe that Kevin Murphy, Elementary Principal from Wyoming, MI, stood out above the rest because he is an honest man, a strong leader, and an educator that makes decisions based on what is best for the children and families of the community. It was also evident that the board was looking for longevity. That was great news for us because we were looking for a place to stay. We have three wonderful children, and the last thing we wanted to do was to pull them from the home and school that they knew and bounce them around. We were looking for a place to stay and raise our children, and I believe we have found it. I also believe you made the right choice in hiring Kevin as superintendent. I believe he has made every effort to live up to the direction and expectations set by you, the board, and the community. New programs have been implemented, data is being used. Community Forums and Steering Committees have been implemented giving the community a new voice. Over the past two years my family has become much more than just residents of Houghton Lake. We are active community members. We take pride in the fact that we are part of The Rotary Club, The Lions Club, The Merchants Association, and The Moose and a Relay For Life Team. We strive to be role models influencing children outside the classroom by coaching AYSO, little league, 4H basketball, and now MS Volleyball. We also lead groups such as the National Junior Honor Society. We are wholeheartedly Bobcats, and proud Houghton Lake community members. So, tonight I ask that you reflect back on the decision you made two years ago. You decided to put your faith in a new superintendent. One with strong visions and goals. One who was willing to raise the bar. As a wife, an educator, a Houghton Lake Community Schools parent and an active community member, I am proud of the direction Kevin Murphy has set for our school district. I believe we must stay the course. Kevin is a good man. He is an educator who keeps the children and the families at the heart of every decision he makes. I can only ask you to do the same. I will leave you with a quote that one of Kevin's former Rogers Lane Elementary teachers says about him that I think sums him up pretty well "you will either like him because he does the right thing, or you won't like him because he does the right thing." Thank you for your time.

Ray Davis – Is the purpose of your request to speak tonight to request that Kevin be brought off of administrative leave effective immediately?

Ed Morris – Yes, but we understand that you have an investigation.

Ray Davis – I have handled multiple of these investigations and this is the first time that, in the midst of an investigation, before it is finished, I have a request that someone be brought off administrative leave. The purpose of someone being placed on administrative leave is to protect that person, as well as the interests of the district. The reason that the superintendent was placed on administrative leave was to protect the influence of the integrity of the investigation. I have not been updating any board members, or Mr. Murphy's attorney, on the progress of this investigation, factually, to protect the integrity of the investigation. Mr. Murphy's attorney knows one side of the story. There are usually four or five sides to a story. I am hearing multiple sides to the different allegations that have been raised. I take great pride in the integrity of my investigations. I will not be persuaded by politics or public opinion.

C. HLCBS (Houghton Lake Committee for Better Schools)

Lori Sajdak spoke for HLCBS. She read their mission statement and invited the audience to the next committee meeting. The first meeting is May 1, 2011 at 6:30 pm Denton Township Hall. This will be an organizational meeting. The committee hopes to glean ideas from community members. The committee is a pro-active group of citizens who support positive growth and change in the Houghton Lake Community Schools. The meetings are open to the public. Please attend. Dave Harned asked if more than four board members could attend the HLCBS meeting. Ray Davis informed him that if you are going there to listen, no posting is required.

5. Citizen's Request to Address the Board of Education

Jonathon Talbot Addressed a letter from Dave Harned to the editor in the 4/28 issue of The Resorter. Mr. Talbot asked about Mr. Injasoulian being chosen as interim superintendent. Why is Mr. Injasoulian acting as superintendent if Mr. Murphy is not suspended and this is still Mr. Murphy's school district? Pete Injasoulian being here is added tension to this situation. The public has spoken with regards to Ron Duquette and Dave Harned being on the board. Significant and positive changes have been made with Mr. Murphy. Will they be able to show impartiality at this point? Make the correct decision, not the easy one.

Tracy Haggart There has been turmoil with changes in superintendents, teacher strikes. She sends her children to Our Lady of the Lake and feels fortunate. She was thankful of the shared time with the PE teacher, which happened because of Mr. Murphy. It has also been a blessing to participate in choir and band. She has worked in Houghton Lake Community Schools. The Murphy family brought positive changes to the district. She is here to show support for the Murphy family. Kevin has been an active member of the community through school activities, sports, church. She hopes and prays that there is justice for all. It seems that we have finally found a superintendent that is young and willing to be a part of this community.

Nicole King She supports Mr. Murphy. She has had some issues with the Collins Elementary principal regarding the suspension of her child. Mr. Harned and Mrs. Maiani asked that she not mention anyone by name. She said she would speak only about her situation. Her son was suspended because of an inappropriate gesture, but he only had to go to the bathroom. Her daughter was having problems with ADHD. The doctor was trying to get in touch with the principal but no one called her. She called the superintendent and board members but no one got back with her. Mr. Murphy was the only one that returned her calls and he assured her that he would look into the complaints. She asked if anyone looking in to the complaints while Mr. Murphy is on leave? The teachers have their union for support but who is supporting my children? Her children attend Immanuel Christian School in Roscommon. She spoke with the interim superintendent last week. They reviewed the report cards and Mr. Injasoulian said that this happened under Mr. Murphy. Please, in the future, when parents come in to complain, please listen and don't take over the conversation. If the situation would change she would consider bringing children back.

Dr. Alice Hood Has been a member of the Rotary for 8 years. She is at the meeting to support a fellow Rotarian.

Brooke Souder On an individual basis, her children have been taken care of by the district. She hasn't rocked the boat. A year ago her children told her that the principal told students that a camera had been installed in the bathroom. Her children were afraid to use the bathroom. They couldn't believe that someone they trusted would lie to them, so they found it very difficult to believe that she would say this if it wasn't true. If you speak up, your kids won't be treated right. Hopefully, standing up may make a change. We are here to stay and we want better schools. She read a letter from Sally Szewczyk regarding her time working with Pam. The Principal showed favoritism. Under a state mediator, Sally won her case. She also read an e-mail from a parent that was afraid of speaking out. Mr. Harned asked if the letter could be left, instead of having Brooke read it and Brooke said she had other letters.

Amy Stimac Proud to be a member of the community. She has three children in district. She volunteers in the elementary building. She didn't understand all that was going on but there is poor morale in Collins. She toured West Branch schools because she wanted to be out of the Houghton Lake mess. We spent the summer contemplating their decision. Her friends were here and she didn't want to bail on friends, so she decided to make things better at Houghton Lake. Our children have had some great teachers. I feel that the change for the positive has been tangible in the last two years because of Mr. Murphy. He has stepped up to coach many sports. She feels that he has made people accountable, because he believes that healthy schools make a healthy community. And here we are. Do you know when something just doesn't feel right? I can't put my finger on it, but something about every decision since March 28th feels wrong. To my knowledge, Mr. Murphy was not immediately informed of the details of the allegations. In fact, I believe he was not fully informed for weeks. How do you defend yourself without such knowledge? I understand why Mr. Murphy was not allowed on school property, to protect the integrity of the investigation. But the principal of Collins was put on paid, non-disciplinary leave as of Friday afternoon. In my mind, the scenario should have been a carbon copy of Mr. Murphy's. However, it is rumored she was not only aware of the situation the day before the announcement was made, she also had complete access to school property until the announcement was made on Friday, and throughout the weekend. I would personally like to know how a proper investigation is held under such circumstances.

Ray Davis Quickly, let me put one rumor to rest; that Mr. Murphy was not aware of the allegations against him. The night that I placed him on paid administrative leave, I informed him of them. So, put that rumor to rest.

Ed Morris I need to respond to that.

Ray Davis And I spoke with you about them too, quite frankly.

Ed Morris I am telling you right now, I was hired just before I went on vacation on April 18th. He didn't know, Ray. He did not know when he was suspended. He did not know what the allegations were.

Ray Davis Well, I told them to him.

Bob Philo I am a concerned citizen. I am a taxpayer. We have learned about a secondary investigation that not even the board knows anything about, nor is the lawyer of the school district willing to tell the board. I find that very surprising. The board is the eyes and ears of the public, and they are totally unaware of what this second investigation is about. I find this very alarming. Secondly, when it was voted on by the board, no one asked any questions. You all voted unanimously for something you don't know anything about. The lawyer said he is only going to investigate within the parameters established by the board. If the board doesn't know about what is being investigated, how can they establish parameters? I think you will

hear that there is a great deal of anguish and concern on the part of the general public and this community. I think the board should set a deadline for the completion of this investigation. For the welfare of the Murphy family and this community, set a deadline. How many people have to be deposed by the lawyer? How long does he need to write a report? How long does the board need to deliberate? You have had had 6 weeks.

Ray Davis Let me try to address the issues. You guys don't know what the allegations are.

Bill Trahan Mr. Chairmen, point of order. He is out of order. We are in a public speaking session. It is not the time for him to get up and address you every time he wants to make a comment.

Ray Davis I want to clear any misconceptions. If you don't want the misconceptions addressed, that is fine. But if the board wants them addressed, I will do that.

Jane Affholder I would like to know, sir, why you are addressing the public comments. You are addressing nothing positive, only negative that you don't agree with.

Ray Davis That is all I have heard.

Jane Affholder She was shocked when Mr. Murphy ran into her in a public place and he knew her daughter's name. Her daughter is a second grader and Mr. Murphy knew her name. Her daughter informed her that the superintendent was no longer working, but she wasn't told that Mrs. Akin was on leave. However she was at the building all day today. Why were the children notified that Mr. Murphy was out on leave, but not that Mrs. Akin is on leave? Why weren't the parents notified?

Becky Purvis #1 – Voted to allow investigation. What is the cost, and what is the total cost as of today?

#2 – If an administrative leave is to protect the accused, why was the Collins principal able to re-enter her office while on administrative leave?

Bill Trahan Ray Davis is interjecting his thoughts and opinions, but it is your job as the Board to run the Board. Fiduciary responsibility for community. It is hard having the superintendent off for multiple weeks. The community believes in him. Let's get him back in here and doing his job. As a parent of a junior and a senior, Katie works with Mr. Murphy for soccer. He is a husband of an educator. He believes in Mary and Kevin Murphy. Kevin can be talked to. He supports the Murphy family.

Lori Sajdak She spoke at the last meeting regarding her story. It took a year to tell that story. After she told her story, her husband was called for an issue instead of her being called. She is facing retaliation for speaking up at a board meeting. If there is a next issue she will enroll children at Our Lady of the Lake.

Bridgit Terrian Addressed the Board in January of 2008. Her children were in kindergarten and left the school district. The Board did make some changes to policy. She enrolled her children at Skeels at that time, but now she enrolled her children back at Houghton Lake. She has no complaints but is scared with everything going on, and is leaning towards going back to Skeels. Mr. Murphy was one reason they came back. She is ill and it is difficult to drive to Skeels. She is freighted with all the rumors but is trying to be positive. Mr. Injasoulian frightens me. Mr. Injasoulian told her that she was ruining her children's lives because they spend too much time with them. No problems with Collins Principal. Get things straightened out as quickly as possible. Stress is not good for my health.

Kraig Britvec Question about another investigation. He is wondering if this is a spin-off from Mr. Murphy or a separate investigation.

Wendy Morrison Wanted to be with the doctor and the board members when they are discussing child's care. Pete told the doctor that she didn't trust him. She should be allowed to be with the doctor when they are discussing her child.

6. Superintendent Report

Board receives budget – Board please review. Special Ed millage – disappointing – half the school districts in the ISD passed – spoke about each district within the ISD and gave millage results. Lessons learned. When he was here they passed the Special Ed millage. He didn't have much time to make a difference to make this pass because he only was here a week. School funding looks bleak and challenging. Spoke about per-pupil funding for next year. Retirement percentage is going up for next year. There is a step increment for young staff. Approximate loss of 25 students. Attended a meeting for the Michigan National Guard in Grand Rapids where he met Governor Snyder. They talked about Education major responsibility for the government. He let him know the frustration from the school level. Talked with Susan Tyer – honor bestowed on the MS – spoke about this last meeting. Our school beat the odds. End of year activities – finish this year – continue with next year's planning.

7. Discussion Items

A. First Reading - 2011-2012 Middle School Student Handbook

1st Reading 11-12 MS Handbook received electronically and hard copy. Susan Tyer explained the changes for next year's handbook. Will have changes for 2nd reading. Dave Harned impressed with the handbook.

B. Second Reading – Golf team request for an overnight trip

Dave Harned –It looks like it is a pretty inexpensive trip. Where we did some funding for the wrestling trip, I think we probably would be remiss to not approve this one also. I think that next year, when funding is different, we may have to look at different approaches to how we are going to fund these trips. But, they asked for a little help with this.

Merry Maiani I am thrilled any time we can do something like this for our students. I am afraid of setting precedent. We have to look at these as a case by case situation. Because, with the funding cuts coming down the pike, we can't always be sure that we can cover things like this. But, I think that it is great when we can, and I will certainly vote that way, when we can. I do have a concern with this cliff that we potentially are going to have to jump off of next year.

8. Citizen's Second Request to Address the Board of Education

Becky Purvis Met with Mr. Injasoulian last week and one thing we discussed was how we go forward to get students instead of loosing students. We pull a lot of students for the Alternative Ed, but was wondering if Mr. Injasoulian has talked with the board about developing a marketing plan to bring students back into the school.

Mark Souder Concerned parents here and we could lose a lot of children – Mr. Murphy knows all of his children's names

and can do a great job of working with kids – there is a miscommunication with the Board – The Board better start communicating amongst themselves and with the community – brought a positive attitude to the school – public opinion but strong public opinion.

Richard Koupal He is the grandfather of children in Houghton Lake Community Schools with a question for Ray Davis: Is the second allegation tied in to the first one? How soon are you going to get this done? This is breaking up the community.

Ron Dullenger Spoke about the loss of millage. Gave Ray Davis a blank check for some allegations. I don't think you people know what is going on. You need to sit down and talk instead of spending money.

Bob Philo Golf – Overnight trip Mr. Injasoulain spoke about how much money we are going to lose. An overnight stay is a lot of fun, but the Board needs to look at any way to save money this year for critical things next year.

Tracey Haggart Gave the number of children from Houghton Lake attending Roscommon Schools and the number of Roscommon Area School children attending Houghton Lake Schools.

9. Board Opportunity to Make a Comment/Statement

Wants open discussion between Board members.

Tom Dean – We keep hearing from Lansing about cuts. Cut the dollars we are going to spend on our children equals gloom and doom. We have choices. We can be cowards, or take what we are given and move forward. It is time to be pro-active, to make more of a difference. We need to intervene with students at a young age. We need to advocate for early childhood programs. We need to determine how we can grow our early childhood program to help our children expand their horizon. A lot of research supports this. We should look at this information this summer. Take what is already being offered and grow it further. Working with our children at earlier ages. This will help older children from dropping out when they get older.

Dave Harned – Receive federal funding. Ask Camie Hansen. Camie said we get a categorical for this program.

10. Action Items

B. Approve Golf Team Overnight Trip

Motion by Maiani, support by Duquette to approve the Golf Overnight Trip as presented. All in favor, motion carried.
Yes – 7, No – 0.

11. Closed Session - Discuss Negotiations

Motion by Maiani, support by Duquette to move into closed session after a brief intermission at 8:06 pm. Roll call vote:
Maiani – Yes, Fry – Yes, Duquette – Yes, Harned – Yes, Johnson – Yes, Dean – Yes, Scherer – Yes.

Motion by Duquette, support by Fry to move out of closed session at 8:47 pm. All in favor, motion carried.
Yes – 7, No – 0.

Pete Injasoulain announced that the Athletic Director had conducted interviews for a basketball coach. They were looking for a non-faculty coach. Larry Mead, assistant varsity coach at Grayling is the recommendation. It is not official.

12. Adjourn

Motion by Duquette, support by Maiani to adjourn the meeting. All in favor, motion carried.
Yes – 7, No – 0.