

REGULAR MEETING MINUTES – BOARD OF EDUCATION
 REDFORD UNION SCHOOLS, DISTRICT NO. 1
 August 8, 2022

Regular Meeting
8/8/2022

A Regular meeting of the Redford Union Board of Education was held on August 8, 2022, at the Redford Union High School, 17711 Kinloch, Redford Twp., MI 48240.

President Pridemore called the meeting to order at 5:00 PM.

Call to Order

Present: Bailey, Gray, Gubachy, Kick, McKee, Osowski and Pridemore
 Absent: None.

Roll Call

The Pledge of Allegiance was recited.

Pledge of Allegiance

President Pridemore

President's Remarks

President Pridemore welcomed everyone for attending, asked that everyone please place their cell phones on silent.

It was moved by Member Osowski, seconded by Member Kick, to adopt the Agenda of August 8, 2022, Regular Board Meeting as presented.

Adoption of
Agenda as presented

Yes: 7 No: 0 Motion: Carried

Call to the Audience for Public Participation Regarding Agenda Items:

Call to the Audience:
Public Participation
Regarding Agenda Items

None.

Presentations:

Presentations

Summer School Programs – Melissa Nickel, Principal, Beech Elementary and Michael Taylor, Principal, Redford Union High School

Summer School
Programs

Michael Taylor was welcomed in his new role as principal of Redford Union High School.

Regular Board Meeting: 8/8/2022

The Summer School Program was 6 weeks at both MacGowan and Redford Union High School. There were a consistent number of students attending summer school each day. The Summer Learning Program had an enrollment of 198 in the elementary program, 70 in the middle school program and 94-98 in the high school program. The attendance rate did drop off the more weeks through the program which was common due to family vacations, the heat, and the students being tired. The elementary program was Monday through Thursday 8:30 to 11:45 except for one day a week they had a field trip. There were 10 in person teachers and five virtual teachers who work with all students for summer check-in.

For summer check in and then we had 10 staff members who supported them as well, and 10 classrooms with two staff members, one certified teacher, 1 aide that served the kids when there was supposed to be 20 in each class. The middle school program was similar, but they only had five teachers and support staff. Dan Behen, Science and Social Studies teacher was the coordinator from the middle school. He did a great job; the teachers and support staff did a great job as well. The high school took a different approach with a credit recovery-based approach. They still have a high number of students who are trying to catch up from the pandemic, especially last year, so they offered a Credit Recovery Program. They initially had 130 students who signed up and quickly went down to below 100. There were some obstacles such as, well kids not getting to bed until 2:00 AM, disrupting video games. A lot of kids were home babysitting siblings when parents were at work and they were not able to get in in person, and some of the students had jobs. The high school lost a chunk of our students that way. The high school had seven teachers, 4 support staff. Their credit recovery-based programs, Edge annuity which is a popular credit recovery program in Michigan. It is a web-based program. Full credit for those courses. A vast majority of our students were able to get caught up on some credits or at least what they were taking for the summer school.

The high school had two students; Dwayne Galloway and Trevon Hardy that completed the Summer Learning Program and ended up graduating with their High School Diploma. Congratulation to them. They will be contacted to see if that want to attend the September Board Meeting for recognition. The Summer Learning Programing Community Partnerships/Field Trips: The students enrolled in the elementary program received a book every week, and that book guided the instruction for what students are were learning and in some instances, it aligned where the field trips were for that week. At the secondary level, they focused on language arts, math, science, and physical education. They had some community partnerships one day a week, usually on Thursdays. Every week the YMCA come out to the building to a field day. The WMCA was through a grant which Mark Friday, Social-Emotional and Student Wellness Coordinator worked hard to build that relationship.

Students that attended the virtual summer Learning Program were not offered to attend the field trips because the field trips were based on in person enrollment. However, the virtual students were able to participate in activities on August 17, 2022, and received popsicles at the summer check-ins.

There were questions and answers.

Superintendent Witt said that Trustee Bailey could email him any questions that he may have, and he would forward it to Principal Nickel to get the answers.

Some photos of the students and staff from the Deaf or Hard of Hearing Summer Learning Program were shared with the board.

The Board thanked the presenters.

Superintendent Communication:

2021 Capital Bond Project (& other District Projects) – Highlights of the Progress & Renovations:

Superintendent Witt shared an update on the Capital Bond construction. The District became more intentional about updating with photographs about the work this summer through the capital bond project and those dollars. Also, other sources of district dollars, whether they are our own capital project fund dollars or even some lesser funding that came to us as a result of the COVID-19 pandemic and federal legislation. Crews would be working this weekend, Saturday, and Sunday. The construction manager was well aware, that's staff would be reporting back the week of August 22, 2022. Our administrators are reporting back to work this week, our building administrators that are not 12-month employees. A large part of construction this year was at Keeler, where the MacGowan family will be housed in this coming year and then ultimately day treatment will follow and occupy that space. The presentation included photos of the construction at Keeler, Beech, the Transportation Parking Lot, and the new roof at Keeler. Also, an update on the track at Hilbert was shared with the Board.

Vice-President Osowski asked if the representatives from Plante Moran could attend the upcoming meetings so questions could be directed directly to them?

Superintendent Witt responded yes that they would make sure that happens.

President Pridemore stated for the record that the estimated completion of the track at Hilbert, in case someone did not read their e-mail is September 5th, and she personally find that unacceptable for a project that started June 18th to not be completed until September 5th. She hopes Christman is on them and holding them accountable and since they are not present for her to say that to their face, she has expressed it in her personal meeting. It is just it is three months to do a track, so three times as long as we thought it was going to be and we have this. She said that there is a hole at the end of our football field, behind our goal post that is still dug down to dirt and we have a football game in less than a month. And what is the plan for that? Those are questions she would like someone to answer soon in the near future. President Pridemore said that first of all, it looks embarrassing and at this point, she wants some assurances also that our buildings are going to be ready. She does not have a whole lot of faith in that right now. Her concern is that if we cannot get the track done on time. How can we trust that our buildings are going to be ready. They know that they miss tiled the bathroom and wanted the district to just accept it. They used the wrong glue on a floor, and it buckled, and it needs to be redone. What else is there about which we do not know.

Superintendent
Communication
2021 Capital Bond
Project (& other District
Projects) – Highlights of
the Progress &
Renovations:

Superintendent Witt said that he has a meeting tomorrow where he will be with Christman and Plante Moran and he will reiterate all these concerns and the proof will be in.

Trustee Kick asked what is the schedule? What does the timeline look like. He asked are we on schedule with some projects, behind schedule on other projects. Trustee Kick said that was the motive for everything coming into this down time limited window. We have to hit home run.

Superintendent Witt stated that if the information is not already on the system. I and even if it is, I, will direct you to where that information can be found, or I will. Have them provide me a full update. He talks with the lead from Christman every day and they tell him while it is going to be tight, they recognize that people need to be back in those spaces at Beech and Keeler the week of August 22nd and he has been told that they are going to make it happen. Superintendent Witt will ask Christman to provide a date of the percentage of work that is already completed in the building and when they expect the full project to be done.

President Pridemore asked if during the week of the 22nd or the week of the 29th there are board members that want to tour the buildings for assurances if that that could be made possible?

Superintendent Witt said they could tour the buildings, to let him know when and he would look to make that happen. If he cannot personally walk through with then he could find people who would. Both from the Christman side and from the district side.

Grade Level Configurations:

Grade Level Configurations:

Superintendent Witt shared an item of note that they want to designate at least one board member, if not two board members to participate in this process. As they look to move towards the secondary campus and as they look to have two neighborhood elementary schools that would operate at the tail end of this bond and in light of the learning loss that students have experienced both during this pandemic and, quite honestly, the academic needs with some of our students even prior to the pandemic. We wanted to intentionally take a look at our grade level configurations and see if there are any other grade level configurations that make sense from an academic and instructional standpoint to better support the needs of our students. They want to involve not only administrators and board members in those conversations but as this committee is formed, we are going to look for parents to be involved in this committee and they are also going to make sure the teachers are and potentially support staff. Especially those that support instructional side of things are invited to participate in this committee.

Career Tech Education Exploration:

Career Tech Education
Exploration:

Superintendent Witt shared that they will also be doing a similar effort including outside partners regarding the Career Technical Education exploration. They are going to look into bringing in representatives from Wayne RESA, representatives from local community colleges and even potentially four-year universities, as well as our own internal staff to talk about the career tech education, exploration. They will make sure to provide an opportunity for at least one or two board members based on their availability to participate in those Career Tech Ed discussions and part of that component and discussion, that exploration process will also include getting direct feedback from our students about the opportunities that would be of greatest interest to them.

There were questions and answers.

Communication Received by the Board Secretary:

Secretary of
the Board
Communication, Lisa
Gubachy

None.

Chief Financial Officer's Communications:

Chief Financial Officer's
Communications,
Mike Beltinck

Chief Financial Officer Mike Beltinck reported that registration for 2022-2023 was progressing thanks to Colleen Lowney and setting us up, they learned a lot last year with the registration process. They have a much better footing this year with training, documentation, and support. Cariana Robinson is our new central office Registrar. To date they are looking at over 200 plus applications which puts us in line with last year.

There were questions and answers.

Enrollment numbers will be provided to the Board at the September 12, 2022, Board Meeting and as noted, those numbers will be as of that day and not the official count.

Executive Director of Human Resources and Labor Relations Communication:

Executive Director of
Human Resources and
Labor Relations
Communication,
Judy Nachman

Executive Director of Human Resources and Labor Relations Judy Nachman said that they have been working hard getting positions filled and they have talked to some really great candidates and have some great people coming in. She thanked the principals for their recruiting efforts.

Our new Executive Director of Special Services Cameron Dillard will start on August 23rd. She could not be here tonight; she is attending a Special Ed conference in Lansing through Wednesday. She will be joining us from Hazel Park Public Schools.

The District will be interviewing internal candidates for the Assistant Principal on Wednesday, and they have interviewed internal candidates for the principal position.

Trustee Bailey asked about the Separations listed in the Consent Agenda.

Ms. Nachman gave an overview of the reasons for the separations.

Executive Director of Curriculum & Technology Communications:

None.

Executive Director of
Curriculum &
Technology, Kim
Crenshaw

Mr. Christopher Norton, former RUHS Teacher will be moving on to take the role of Coordinator of Teaching & Learning. He will be a key support person who reports to Mrs. Crenshaw and will enhance the work that our academic coaches and instructional coaches have already been doing, as well as supporting a lot of our professional development efforts and just the new important part of our team.

Consent Agenda:

It was moved by Member Gubachy, seconded by Member Osowski, to approve the consent agenda items as presented below:

Consent Agenda
Approved as presented

Waived the reading and approved July 11, 2022, Organizational Meeting Minutes of the Redford Union Board of Education, as presented.

Organizational Meeting
minutes of
July 11, 2022, as
presented

Waived the reading and approved July 11, 2022, Regular Meeting Minutes of the Redford Union Board of Education, as presented.

Regular Meeting
minutes of
July 11, 2022, as
presented

Approved check register list from July 1-30, 2022, in the amount of \$1,320,351.23.

Check Register List
July 1-30, 2022

Approved electronic transfers for the month of July 2022 in the amount of \$1,933,284.61.

Electronic Transfers,
July 2022

Human Resources Recommendations:

Human Resources
Recommendations

Approved NEW HIRE: Administration as listed below:

Regular Board Meeting: 8/8/2022

- Tamaran Dillard/Executive Director of Student Services/Beck Education Center/Effective 8/29/22 Tamaran Dillard

Approved NEW HIRES: Certified as listed below:

- Brenda Bagazinski/Math Teacher/RUHS/Effective 8/23/22 Brenda Bagazinski
- Edmund Barlow/Science Teacher/Hilbert/Effective 8/23/22 Edmund Barlow
- Michelle Goodsell/Teacher/Beech/Effective 8/23/22 Michelle Goodsell
- Joel Hagen/Teacher/Beech/Effective 8/23/22 Joel Hagen
- Carrie Kucka/ELA Teacher/Hilbert/Effective 8/23/22 Carrie Kucka
- Mary Lancina/Spanish Teacher/Hilbert/RUHS/Effective 8/23/22 Mary Lancina
- Mark Lowe/Social Studies Teacher/Hilbert/Effective 8/23/22 Mark Lowe
- Alyssa Saluk/Chemistry Teacher/RUHS/Effective 8/23/22 Alyssa Saluk
- Shermone Wade/Teacher/MacGowan/Effective 8/23/22 Shermone Wade
- Gerald Thom/RUHS/Physics & Math/Effective 8/23/22 Gerald Thom
- Julie Thomas/ECSE Teacher/Keeler/Effective 8/23/22 Julie Thomas
- Jennifer Urbanowicz/Resource Room Teacher/Hilbert/Effective 8/23/22 Jennifer Urbanowicz

Approved NEW HIRES: Non-Certified as listed below:

- David Lesmeister/Athletic Supervisor/Effective 8/22/22 David Lesmeister
- Allison Hubert/Academic Teaching Assistant/Keeler/Effective 8/23/22 Allison Hubert

Approved SEPARATIONS as listed below:

- Diya Bethel/Assistant Principal/Hilbert/Resignation effective 7/12/22 Diya Bethel
- Virginia Callaghan/Teacher/Hilbert/Retirement/Effective 9/1/22 Virginia Callaghan
- Misty Evenson/Assistant Principal/Beech/Resignation effective 7/22/22 Misty Evenson
- Elizabeth Glegola/Beech/Educational Assistant/Resignation/Effective 8/15/22 Elizabeth Gleogla
- Jeremy Gold/Principal/Hilbert/Resignation/Effective 7/20/22 Jeremy Gold
- Sana Haq/Science Teacher/RUHS/Resignation/Effective 7/18/22 Sana Haq
- Carol LaPointe-Zastrow/Director of Student Services/Retirement/Effective 7/31/22 Carol LaPointe
- Georgeta Manitiu/Teacher/Hilbert/Resignation 8/22/22 Georgeta Manitiu
- Sarah Molnar/Speech Therapist/Resignation/Effective 7/26/22 Sarah Molnar
- Kara Page/Occupational Therapist/Beck Center/Resignation/Effective 8/17/22 Kara Page

Approved ASSIGNMENTS CHANGES EFFECTIVE 22-23 SCHOOL YEAR as listed below:

- Dina Chapman/BIC/Beech to Dean/Beech/Effective 8/15/22 Dina Chapman
- Denice Jones/Teacher/Beech to Best Practice Coach/Beech/Effective 8/23/22 Denice Jones
- Andre Marable/Dean/Hilbert to Veritas Alternative Education Specialist/RUHS/Effective 8/15/22 Andrea Marable
- Christopher Norton/Teacher/RUHS to Keeler/Coordinator of Teaching & Learning/Effective 8/8/22 Christopher Norton
- Michael Taylor/Assistant Principal/RUHS to Principal/RUHS/Effective 8/8/22 Michael Taylor

Yes: 7 No: 0 Motion: Carried

Action Items:

Action Items

Fortinet Firewall Purchase:

It was moved by Member Gubachy, Seconded by Member Osowski, that the Board of Education, at the recommendation of Kim Crenshaw, Executive Director of Curriculum and Technology approve the purchase of new firewall. The firewall is a security device that helps protect the network by acting as an intermediary between the internal network and outside traffic. This purchase will be funded partially through erate funding. The total cost of the project will be \$87,442.23. Erate will pay about half the cost. Our cost will be \$44,407.15. The project was approved by the USAC on July 7, 2022.

Fortinet Firewall
Purchase:

Roll Call Vote:

J. Bailey: Yes, R. Gray: Yes, L. Gubachy: Yes, H. Kick: Yes, S. McKee: Yes, J. Osowski: Yes, E. Pridemore: Yes Yes: 7 No: 0 Motion: Motion Carried

MASB 2022 Delegate and Alternate to Represent Redford Union Schools Board of Education:

MASB 2022 Delegate
and Alternate to
Represent Redford
Union Schools Board of
Education:

It was moved by Member Osowski, Seconded by Member Kick, that the Board of Education, approve Member Rebecca Gray as the Delegate to represent Redford Union Schools Board of Education. Delegates will be certified and submitted by Friday, September 23, 2022. The Delegates selected by Boards of education across the state will decide MASB's positions on a wide variety of issues affecting education. MASB's 2022 Delegate Assembly will begin Thursday, October 20, 2022, at 7 p.m. at the Grand Traverse Resort and Spa in Acme, Michigan. Only the delegates and alternate(s) named by each board may offer motions and vote on issues.

An Alternate was not selected.

Roll Call Vote:

J. Bailey: Yes, R. Gray: Yes, L. Gubachy: Yes, H. Kick: Yes, S. McKee: Yes, J. Osowski: Yes, E. Pridemore: Yes Yes: 7 No: 0 Motion: Motion Carried

Items Removed from the Consent Agenda:

Items Removed from
the Consent Agenda

None.

Call to the Audience: Public Participation Regarding Non-Agenda Items:

None.

Call to the Audience:
Public Participation
Regarding Non-Agenda
Items

Superintendent's Remark:

None.

Superintendent's
Remark:

Board of Education Communication/Discussion:

Treasurer Gray shared that somehow the State of Michigan had the District with a threshold at 2400. Pupils that determine campaign reporting procedures and Redford Union has an enrollment that is less than that. Under that threshold that means that you do not have to form a candidate committee. The State has misclassified us this year, and so candidates for this district are being asked by the county to submit the statement of committee and at the county level, they are not able to correct this classification error for our district. The District should be exempt. But we are not.

If you spend less than \$1000 per cycle and your district is 2400 people, or less, you are supposed to be exempt. Candidates have gotten this packet, and if they do not do it, it is a misdemeanor. Treasurer Gray said that she could call the Bureau of Elections, but she also thought that maybe one or two other Board members would have more success in sorting this out with the State.

Superintendent Witt will have a discussion with Mr. Butler, one of the District's Attorney.

A subcommittee will be put together to meet and discuss the Superintendent Goals. Superintendent Witt will talk with President Pridemore about who she wants to be included on that subcommittee. The meeting will be in a workshop format in order to have a broader discussion with the full board. The workshop will be between the September Board Meeting and the October Board Meeting.

The first Football game is August 25th at 6:00 PM against Pewamo-Westphalia.

There are 33 Marching band students. Every year we take our kids to bandorama at U of M. It is an opportunity for them to get to rub elbows with U of M marching band and to listen to them and to just experience what that is like. U of M have always graciously given us a certain number of tickets at no cost. This year, we put out a need to our community to raise some money because we have more kids than tickets. With donations, the band exceed that amount. Thank you to anyone who donated. It is greatly appreciated.

Future Meeting Dates:

Regular Board Meeting: 8/8/2022

Future Meeting Dates:

Monday, September 12, 2022 – Regular Meeting – 5:00 PM
Redford Union High School (Library), 17711 Kinloch, Redford, MI 48240

Adjournment:

Adjournment

It was moved by Member McKee, seconded by Member Osowski, to adjourn the meeting at 6:27 PM.

Yes: 7 No: 0 Motion: Carried

Respectfully Submitted

Lisa Gubachy
Secretary
Redford Union Schools
Board of Education