
REGULAR MEETING MINUTES – BOARD OF EDUCATION
Redford Union Schools
December 1, 2025

A Regular meeting of the Redford Union Board of Education was held on December 1, 2025, at MacGowan School (District Meeting Room), 18255 Kinloch, Redford Twp., MI 48240, (Entrance on Curtis – Door #3)

Regular Meeting
12/1/2025

Call to Order:

Call to Order

President Pridemore called the meeting to order at 5:31 PM.

Roll Call:

Roll Call

Present: Bailey, Dean, Martin (Late 5:40 PM), Miller, and Osowski

Absent: Johnson and Pridemore

Present: Barajas, Student Representative

Pledge of Allegiance:

Pledge of Allegiance

The Pledge of Allegiance was recited.

President Remarks:

President's Remarks

President Pridemore asked that everyone please place their cell phones on silent.

Adoption of Agenda:

**Adoption of
Agenda**

It was Moved by Member Osowski, Seconded by Member Dean, to adopt the Agenda of the December 1, 2025, Regular Board Meeting as presented.

Yes: 4 No: 0 Motion: Carried

Call to the Audience: Public Participation Regarding Agenda Items

None.

Presentation(s):

2024/2025 Financial Audit - Dan Merritt, Rehmann

Dan explained the three documents presented: a short letter/yellow letter (Report on Internal Control Over Financial Reporting, a longer letter (Rehmann's Responsibility in Relation to the Financial Statement Audit), and the Financial Statements. He explained the delay in issuing the single audit report due to the Office of Management and Budget (OMB) not issuing rules until November 25. He also reported that there were no findings in the financial audit report for the first time since they have been doing the school district audit.

He points out three comments in Attachment A of the audit letter, with a focus on student activities cash accounts not running through central finance.

Dan reported the general fund budget to actual schedule, noting a net change in fund balance of almost \$3.8 million. At the beginning of the year, the district had approximately \$7.2 million of fund balance, leaving the district \$3.4 - \$3.5 million in fund balance. At the end of the year, the district's operating budget is somewhere between \$40 million to \$45 million a year, just depending on the year and for what has been budgeted. That would put the District below a 10% fund balance at that point. He warned about the potential state oversight if the fund balance continues to decrease and he emphasized the importance of careful budgeting to avoid further depletion of the fund balance.

The Board received the audit report four days prior to the Board meeting. It was noted that that was not enough time for them to review. The Board members requested that, going forward, that they receive large reports especially regarding financial information be provided to them as soon as possible to give them ample time to review and note questions.

Dan reported that the District's single audit report will be issued and completed before December 25 and that 90% of the work related to the single audit has been done. On the single audit it would be

Call to the Audience: Public Participation Regarding Agenda Items**Presentation(s)**

2024/2025 Financial Audit -
Dan Merritt, Rehmann

reported that certain invoices that were required to substantiate costs on federal awards could not be identified, totaling \$60,000. It was noted that he believed this was primarily due to change over in staffing and transition in the finance office, but it is going to result in a finding in our upcoming report, and it is also going to result in approximately \$60,000 of question costs related to the title one award. It was also explained for context about what happens when the auditor issues a finding that has connected question costs, their job is to identify the issue and to report on it. What will happen next is it will go to the State of Michigan, and the State of Michigan will issue what is called a management decision, probably out of Kevin Walter's office, deciding what happens next related to those question costs. In most situations, the State of Michigan claws back money that is identified as question costs. That is not necessarily the case in every situation. The State might give an option to remediate, to try to find the invoices by contacting the vendors.

There were questions and answers.

The Board requested that the Dan come back to report on the Single Audit and at that time he would answer any additional questions regarding the 2024-2025 Financial Audit.

There were additional questions and answers.

Dan highlighted the hard work of Maria Gistingier, Interim Chief Financial Officer, and her team in cleaning up the numbers in time for the audit.

The discussion continued.

The Board thanked Dan Merritt.

Student Representative Communication – Axel Barajas

Axel provided updates on various student programs. Student Council is currently collecting toys to distribute to Punk Rock Saves Lives. They are collecting toys for two families, totaling five children.

He shared information about the Hope Squad Buddy Program. Axel interviewed one of our students, his favorite thing about the Buddy Program was seeing their amazing smiles and going on food trips with them, teaching them new things, and having fun.

Student Representative Communication

Miss Adolfo, from Hope Squad and Student Council are looking to collaborate to get more non-perishable foods and hygienic products for the District's food pantries which they would promote to the community and anyone in need of assistance.

The band concert is scheduled for December 9th in the high school gym. Grades 7-9 will perform. Doors open at 6:00 PM and the concert starts at 6:30 PM.

Superintendent Communication

Staff Member of the Month – December 2025:

- Keeler Administration – Judy Nachman, Interim Superintendent
- Beech Elementary School – Jamie Moran, Teacher
- Hilbert Elementary School – Kennedi Dobbins, Academic Teaching Assistant
- Redford Union Junior High School – Pam Thompson, Secretary
- Redford Union High School – LaShona Clayton, Security, Shield
- MacGowan School – Julie Touchberry, Teacher Consultant, Deaf or Hard of Hearing Program
- Keeler Day Treatment – Jamone Mims, Behavior Specialist

Superintendent Communication Staff Member of the Month December 2025

December 2025 Board Brag Book

December 2025 Board Brag Book

The principals that were in attendance were asked to present their section of the Board Brag Book.

BEECH ELEMENTARY SCHOOL:

Veterans Gathering:

Veterans from our school community and the township were invited to join us in celebration of their service. Students spend time with their Veteran and had the opportunity to introduce them to those who were gathered. Veterans were also honored in our Hall of Heroes.

Coat Donation:

St. Edith's Knights of Columbus partnered with Beech for the second year to provide coats for our students. 72 brand new coats were donated, and we were able to get them out to families during our parent teacher conferences.

Pistons Assembly:

Beech is partnering with the Pistons Organization for a few fun learning opportunities this school year. The first of the events was held on November

19th when the Extreme Team joined us at Beech and our students had the opportunity to engage with them during a fun and exciting assembly!

Forgotten Harvest Volunteering:

Select 6th graders from Beech and Hilbert collaborated as volunteers at Forgotten Harvest. Students had the opportunity to package food boxes and help others in need.

Ron Clark - Ignite the Classroom Dinner:

15 staff members from Beech were able to attend the Ignite the Classroom Dinner, hosted by Huntington Bank. All staff members that were in attendance have been given the opportunity to attend Ron Clark Academy in Georgia this upcoming summer!

DHH Program Friendsgiving:

A night for abundant thanks as over 100 people attended the Annual DHH Friendsgiving event. Current and retired staff members, students, and families gathered to connect, celebrate accomplishments and growth, share a meal, and give thanks for each other.

HILBERT ELEMENTARY SCHOOL:

Canned Food Drive Success!

Over the past two weeks, the House of Isibindi proudly sponsored our annual Canned Food Drive—and our students truly rose to the occasion! All four houses participated in a friendly competition, collecting an incredible 2,285 non-perishable items to support families in need this holiday season.

House totals were:

Reveur: 291 items

Isibindi: 372 items

Amistad: 802 items

Altruismo: 820 items — this year's winner!

This marks the largest donation our school has ever made, and we are deeply grateful for the generosity of our Hilbert families. Thank you for helping us make a meaningful difference in our community!

Holiday Family Photos at Hilbert:

This year, Hilbert was thrilled to gift our families a special opportunity to have professional holiday photos taken—completely free of charge. In partnership with JB Media, each participating family received one complimentary digital image and had the choice of two festive backdrop options.

We were delighted to welcome approximately 60 families who took advantage of this wonderful event. Our Parent Group added to the holiday spirit by providing hot cocoa, candy canes, and a station for children to write letters to Santa.

The appreciation from our families was truly heartwarming. Several shared that this was the first family photo they had ever taken, while others expressed gratitude for helping ease the cost of capturing such meaningful memories.

We hope to offer this event again next year and plan to expand it so even more families have the opportunity to participate and create lasting holiday memories.

Celebrating Gratitude at Hilbert:

This month, our PBIS Council hosted a special celebration centered around the theme of gratitude. Students enjoyed a cookie and had the opportunity to create leaves for our school's Thankful Tree. Each leaf reflected what students are most thankful for, and they proudly added them to our growing tree.

Families were also invited to share messages of gratitude for our faculty and staff. The kind words and thoughtful notes were compiled into certificates, which were presented to staff members and truly cherished, bringing smiles to their faces and reinforcing the spirit of community at Hilbert.

It was a wonderful way to celebrate thankfulness, strengthen connections, and continue building a positive, supportive school environment.

REDFORD UNION JUNIOR HIGH SCHOOL:

On October 30th two of our teachers set up engaging and exciting escape rooms for their students. 7th grade Math teacher, Ms. White, set up an experience inside of her classroom for students they will not soon forget. Students had to work quickly in groups to solve math problems to move station to station to crack the code. They checked to see if their code was correct by putting it into the combination to see if they could open the box. Students were excited, using blacklights to examine their papers for clues and working collaboratively to beat the clock.

8th grade Social Studies teacher, Mr. Behen, took it a step further by holding his class in the media center and dressing up as a zombie for the 'Help My Teacher is a Zombie!' escape room. Students again worked in groups and had a pamphlet that gave them clues and that they had to fill out piece by piece to solve the puzzle and successfully escape. There was a timer ticking as students moved from station to station and worked together to use tools, solve academic puzzles and work as a team to get the job done.

8th grade math enrichment students were taking what they were learning in their core math class and applying those skills to real life application in Ms. Bowers class. Students had to pick out shoes and clothing that they liked, apply a specified discount, apply the sales tax, and calculate how much these items would cost them and what the best deals were. Students worked collaboratively and had great conversations as they worked through these equations.

Kudos to our teachers for stepping outside of the box to engage our students, helping them become collaborative problem solvers and giving them experiences that they will always remember from their junior high classrooms.

VERITAS ALTERNATIVE EDUCATION:

Veritas would like to thank Ms. Aaliyah Wilson, the Advise MI College Advisor, and Ms. Asha Shaw, the district Early College and Careers Coordinator, for coming over to Veritas to speak to our seniors. Ms. Wilson and Ms. Shaw gave a presentation about the overall college application and financial aid process. Students were able to ask questions and learned how to contact Ms. Wilson for an appointment for further help. Thank you for helping our Veritas seniors look towards a bright future!

ADMINISTRATION & BOARD OF EDUCATION:

To our staff, students, parents, and community,

Thank you for your outstanding accomplishments and steadfast commitment to our District.

Give Us Someone/Something To Brag About

If you know of an individual, group, or business that merits recognition for their extraordinary contributions or service within our District, please send their details along with 1-2 pictures to your building principal or the Board Office at warrenj@redfordu.k12.mi.us (Title: Brag Book) for inclusion in our Board Brag Book.

Calendar of Events

Calendar of Events

BEECH ELEMENTARY SCHOOL: DECEMBER 2025

1st: School Resumes

2nd: Fall Picture-Retake Day

11th: 4th Grade Concert

15th: 4th Graders Caroling at Meijer (3rd Annual Event)

17th & 18th: PBIS Celebration - Pancake Treat

22nd - 31st: District Closed - Winter Break

JANUARY 2026

1st - 2nd : District Close - Winter Break

5th: School Resumes

12th - 16th: RCA House System Roll Out Week

19th: MLK Day - District Closed

30th: District Records Day - No Students - End of First Semester

HILBERT ELEMENTARY SCHOOL:

DECEMBER 2025

1st: School Resumes

3rd: 6th Grade Field trip Toledo Walleyes Game

16th: PBIS Pancake Breakfast

17th: PBIS Pancake Breakfast

18th: Holiday Music Concert - Grades 3-6 @ 9:30 AM

19th: House Pep Assembly

22nd- 31st: District Closed - Winter Break

JANUARY 2026

1st - 2nd: District Close - Winter Break

5th: School Resumes

6th: PBIS Refresher Assemblies

19th: MLK Day - District Closed

30th: District Records Day - No Students - End of First Semester

SECONDARY CAMPUS

REDFORD UNION JUNIOR HIGH:

DECEMBER 2025

1st: School Resumes

4th : Winter Band Concert @ 6:30 PM

12th: House Meeting

17th: Winter Choir Concert @ 6:30 PM

22nd- 31st: District Closed - Winter Break

JANUARY 2026

1st - 2nd : District Close - Winter Break

5th: School Resumes

19th: MLK Day - District Closed

16th: House Assembly

30th: District Records Day - No Students - End of First Semester

REDFORD UNION HIGH SCHOOL:

DECEMBER 2025

1st: School Resumes

22nd- 31st: District Closed - Winter Break

JANUARY 2026

1st - 2nd : District Close - Winter Break

5th: School Resumes

19th: MLK Day - District Closed

30th: District Records Day - No Students - End of First Semester

KEELER DAY TREATMENT:

DECEMBER 2025

1st: School Resumes

22nd- 31st: District Closed - Winter Break

JANUARY 2026

1st - 2nd : District Close - Winter Break

5th: School Resumes

19th: MLK Day - District Closed

30th: District Records Day - No Students - End of First Semester

VERITAS ALTERNATIVE EDUCATION:

DECEMBER 2025

1st: School Resumes

11th: 2nd Card Marking Progress Reports Available

18TH: Holiday Team Building Activity

22nd - 31st: District Closed - Winter Break

JANUARY 2026

1st - 2nd : District Close - Winter Break

5th: School Resumes

19th: MLK Day - District Closed

27th - 29th: 1st Semester Final Exams

30th: District Records Day - No Students - End of First Semester

Communications Received By The Board Secretary:

None.

**Communications Received By
The Board Secretary**

Interim Chief Financial Officer Communication:

Annual Summer Tax Resolution 2026 Overview:

Marie Gisting reported that the 2026 Annual Summer Tax Resolution was in the Board's packet and later this evening the Board would be asked to approve it. The Summer Tax Resolution is a document that the Board approves every year.

**Interim Chief Financial Officer
Communication**

**Executive Director Of Human Resources And Labor Relations
Communications:**

None.

**Executive Director Of Human
Resources And Labor
Relations Communications**

Executive Director of Curriculum & Technology Communications:**Executive Director Of Curriculum & Technology Communications****2025 Bond Update:**

Kim Crenshaw, Executive Director of Curriculum and Technology, reported on Stuckey's demolition study which is still in the process. Once those are completed and received, they will be presented to the Board for vote on. Miles Tomasaitis is currently going through and trying to figure out what companies can come in to look at getting the stuff that is in the building out. She will keep the Board posted on the progress as they move forward.

Kim shared that the internal bond team met about baseball field that has not yet been built. They are going to move forward with getting new quotes because the quotes that they received last year were quite costly. They are looking at having the baseball field at either McGowan, or Beech Elementary, which already has baseball field, which means they would be renovating the field there. She will keep the Board updated on that as well.

She mentions that they did turn on MFA for the Google account. If anyone has trouble accessing their Google account, please reach out to the All Covered Help Desk at (313) 681-5676.

There were questions and answers regarding the baseball field.

Kim will reach out to the Redford Township to inquire about the previous initiative on working with them regarding the baseball field since she was not part of the previous conversation.

Executive Director of Student Services Communications:**Executive Director Of Student Services Communications**

Tamara Dillard, Executive Director of Student Services, shared that last Tuesday, they had a pancake breakfast for Thanksgiving. There were 20 plus students, teachers, paraprofessionals, staff, and administration that attended. The teachers did a great job.

There were questions and answers.

Future Workshop Topic(S):

- Early College & Career Tech Education Programming Update – November/December 2025
- Strategic Planning – November 2025
- 2025 Capital Bond Project Update – November 2025
- Board Self-Assessment – January 2026
- Board Norms and Protocols – Date TBD (MASB)
- MICIP Report Presentation – Date TBD
- Curriculum Review – Date TBD
- Office Referrals and Suspension Statistics Update - Date TBD
- Other Topics

Future Workshop Topic(S)

Asha Shaw, Early College and Careers Coordinator and LeDetra Lindsey-Taylor, District College & Careers Programs Counselor/Coordinator will be presenting at the December 16th Board Workshop.

Added:

The Board requested an update on the student count at the December 16th Board Workshop.

Consent Agenda:**Consent Agenda**

It was Moved by Member Osowski, Seconded by Member Dean, to approve Consent Agenda as presented.

Waive the reading and approve November 3, 2025, Regular Meeting Minutes of Redford Union Board of Education as presented.

November 3, 2025,
Regular Meeting Minutes

Waive the reading and approve November 6, 2025, Special Minutes of Redford Union Board of Education as presented.

November 6, 2025,
Special Meeting Minutes

Trustee Bailey shared his concerns on how the minutes were prepared regarding the Closed Session at the November 6, 2025, Special Meeting. The minutes did not state details of the reason for the closed session other than for opinions from legal counsel. Trustee Bailey shared that the District's legal counsel said that it was legal.

Trustee Bailey shared his concerns that the minutes did not reflect the name and purpose of the person that addressed the Board during the Call to the Audience.

Trustee Bailey referenced a line on the check register regarding legal fees in the amount of \$35,000. He requested a print out for the year any legal fees the District is paying, noting the vendor and purpose of the fees.

Trustee Martin shared her agreement with Trustee Bailey regarding the minutes for the Call to the Audience. She suggested that the Board have further discussion on this matter at the next Board workshop on December 16th.

Waive the reading and approve November 24, 2025, Special Minutes of Redford Union Board of Education as presented.

November 24, 2025,
Special Meeting Minutes

Recommend payment of \$1,269,554.88 for checks dated 11/1/2025 – 11/30/2025.

November 2025
Check Register

Approved ACH Transfers for the month of November 2025 in the amount of \$1,128,916.47.

November 2025
Electronic Transfers

Approved **NEW HIRES: Non-Certified** as listed below:

1. Catalina Mendoza/Educational Assistant/Keeler/Effective 12/1/2025
2. Savanna Holland/Educational Assistant/Keeler/Effective 12/1/2025

Catalina Mendoza
Savanna Holland

Yes: 5 No: 0 Motion: Carried

Action Items:

Action Items

Special Consideration Non-Consent Agenda Action Item(s):

2024/2025 Financial Audit

Financial Audit

It was MOVED by Member Osowski, Seconded by Member Martin that the Board of Education, at the recommendation of Maria Gisting, Interim Chief Financial Officer and Judy Nachman, Interim Superintendent, approve the 2024/2025 Financial Audit as presented.

The Board had a discussion.

Trustee Bailey reiterated when information is given just before a meeting and it requires Board vote for that reason it is going to be a standard no vote from him.

ROLL CALL

J. Bailey: No, L. Dean: Yes, M. Johnson: ABS, L. Martin: Yes,
L. Miller: Yes, J. Osowski: Yes, E. Pridemore: ABS

Yes: 4 No: 1 Motion: Carried

Annual Summer Tax Resolution 2026**Annual Summer Tax
Resolution 2026**

Moved by Member Osowski, Seconded by Member Martin, that the Board of Education, at the recommendation of Maria Gisting, Interim Chief Financial Officer, approve the Annual Summer Tax Resolution 2026 as presented.

ROLL CALL

J. Bailey: Yes, L. Dean: Yes, M. Johnson: ABS, L. Martin: Yes,
L. Miller: Yes, J. Osowski: Yes, E. Pridemore ABS

Yes: 5 No: 0 Motion: Carried

Michigan Association of School Boards (MASB) Strategic Planning**Michigan Association of
School Boards (MASB)
Strategic Planning**

Moved by Member Osowski, Seconded by Member Dean, that the Board of Education, approve Michigan Association of School Boards (MASB) to assist in the development of a Strategic Plan.

The Board had a discussion.

There were questions and answers.

ROLL CALL

J. Bailey: Yes, L. Dean: Yes, M. Johnson: ABS, L. Martin: Yes,
L. Miller: Yes, J. Osowski: Yes, E. Pridemore ABS

Yes: 5 No: 0 Motion: Carried

Resolution Regarding the Acceptance of Funding Pursuant to Section 31aa of the State School Aid Act**Resolution Regarding the
Acceptance of Funding
Pursuant to Section 31aa of
the State School Aid Act**

Moved by Member Osowski, Seconded by Member Martin, that the Board of Education adopt the resolution regarding the acceptance of funding pursuant to Section 31aa of the State School Aid Act as presented. In light of the ongoing litigation with respect to Section 31aa, the Board of Education has been presented with a resolution to allow the Redford Union School District to request grant funding pursuant to Section 31aa. The ongoing litigation will allow the Redford Union School District to rescind this request until December 30, 2025, at 11:59

pm. The resolution grants the Superintendent authority to rescind the request for funding pursuant to Section 31aa.

The Board had a discussion.

There were questions and answers.

It was noted that Attorney Blaylock suggested that the District not jump but also not to wait until 11:50 PM.

Interim Superintendent Judy Nachman shared that she would not be comfortable going any later than the 26th or 27th of December. The process is just a click of a button on the system so there is no urgency.

It was noted for clarification, if the litigation goes in the District's favor, then the District will keep the funding as long as the requirement to waive attorney client privilege is removed from the legislation. The total was estimated to be between \$300,000 - \$350,000.

The Interim Superintendent will investigate how much the District is paying for their Resource Officer and the funding.

Trustee Bailey shared his opinion that a message needs to be sent to the legislature. He recommended that they write letters to our elected people, and stipulate that they need to spend more time in crafting the laws so that these types of questions do not occur.

ROLL CALL

J. Bailey: No, L. Dean: Yes, M. Johnson: ABS, L. Martin: Yes,
L. Miller: Yes, J. Osowski: Yes, E. Pridemore ABS

Yes: 4 No: 1 Motion: Carried

Items Removed from Consent Agenda:

None.

Items Removed from Consent Agenda

Call To The Audience: Public Participation Regarding Non-Agenda Items

None.

**Call To The Audience:
Public Participation
Regarding Non-Agenda
Items****Interim Superintendent's Remarks**

None.

Superintendent's Remarks**Board of Education Communication/Discussion**

Treasurer Dean stated that she agreed with what Trustee Bailey said with regards to the sending a message to the elected people. He shared information about other community events and programs that if known could be shared within our community such as events at the Farmington Hill Library and impromptu performances recorded in Ann Arbor, Michigan where the Glee Club for University of Michigan would go perform. Henry Ford Community College has practice rooms and pianos that people could use free of charge.

**Board of Education
Communication/
Discussion**

Trustee Bailey offered to give a box called a living hinge as Christmas gifts to the Board if they are interested. He mentioned that classes are available for those interested in learning how to do it. The laser could also be used for glass and another machine for metal and stone. If anyone is interested, please let him know and he will make arrangements.

Future Meeting Dates:

Tuesday, December 16, 2025, Board Workshop – 5:30 PM
MacGowan School (District Meeting Room), 18255 Kinloch, Redford Twp., MI 48240, (Door #3 on Curtis)

Monday, January 12, 2026, Regular Meeting – 5:30 PM
MacGowan School (District Meeting Room), 18255 Kinloch, Redford Twp., MI 48240, (Door #3 on Curtis) Board Workshop – 5:30 PM

Tuesday, January 27, 2026, Board Workshop – 5:30 PM
MacGowan School (District Meeting Room), 18255 Kinloch, Redford Twp., MI 48240, (Door #3 on Curtis)

**Future Meeting
Dates**

Adjournment:

It was Moved by Member Osowski, Seconded by Member Dean, to adjourn the meeting at 7:16 PM.

Yes: 5 No: 0 Motion: Carried

Adjournment

Respectfully Submitted

Megan Johnson
Secretary
Redford Union Schools
Board of Education