

REGULAR MEETING MINUTES – BOARD OF EDUCATION
 REDFORD UNION SCHOOLS, DISTRICT NO. 1
 March 14, 2016

Regular Meeting 3/14/2016

A Regular meeting of the Redford Union Board of Education was held March 14, 2016 at the Board of Education Administrative Offices, 17715 Brady Street, Redford Township, Michigan, 48240. President Kurland called the meeting to order at 7:30 PM.

Call to Order

Present: Caloia, Graham, Gubachy, Kurland, Pridemore
 Absent: Isabell, Doby, Student Representative Hovey

Roll Call

The Pledge of Allegiance was recited.

Pledge of Allegiance

None.

Call to the Audience
on Agenda Items

President Kurland asked everyone to please up their cell phones on silent or vibrate.

President's Remarks

Superintendent Shivers state that she will save her Superintendent's Communications report for later in the Board Meeting. Superintendent Shivers introduced and welcomed two Clinical Therapists that are now in some of our schools from Lincoln Behavioral Services.

Superintendent
Remarks

Emily Levardsen introduced herself. She said they are so excited with this partnership with RU and hopes that their services will reach kids that could not be reached before for whatever reasons.

Bethany Dudley introduced herself.

The therapists are located at Hilbert (next to the speech therapist), at the RUHS (Room 226) and at MacGowan in one of the classrooms.

Superintendent Shivers said Beech was not in the conversation but Beech will have the therapist one day a week.

The Board thanked and welcomed the therapists of Lincoln Behavioral Services.

Caloia asked how the therapists are being paid. Superintendent Shivers stated that Lincoln Behavioral Services received a grant and the District is just a partner in that grant. It is no cost to the District other than providing them the space and use of technology.

MOVED by Pridemore, seconded by Gubachy, to adopt the agenda of the March 14, 2016 Regular Board Meeting as presented. Yes: 5 No: 0 Motion: Carries

Adoption of Agenda

None

Board Secretary
Communications

Asst. Supt. McIntyre stated normally he would have his department report out to the Board at some point in the year but due to time-constraints he will not be doing that this year.

Asst. Supt. of Business Services

Motion to approve the Consent Agenda items as presented/amended:

MOVED by Gubachy, seconded by Pridemore, to approve the consent agenda items as presented. Yes: 5 No: 0 Motion: Carries

Consent Agenda

- Waive the reading and approve the February 8, 2016 Regular Meeting minutes of the Redford Union Board of Education, as presented. Regular minutes of February 8, 2016
- Waive the reading and approve the February 11, 2016 Special Meeting minutes of Redford Union Board of Education, as presented. Special minutes of February 11, 2016
- Waive the reading and approve the February 11, 2016 Closed Meeting minutes of the Redford Union Board of Education, as presented. Closed Minutes of February 11, 2016
- Waive the reading and approve the February 22, 2016 Special Meeting minutes of Redford Union Board of Education, as presented. Special minutes of February 22, 2016
- Waive the reading and approve the February 22, 2016 Closed Meeting minutes of the Redford Union Board of Education, as presented. Closed Minutes of February 22, 2016
- Approve the payment of \$1,410,435.89 for checks dated 2/03/16 to 3/04/2016. Disposition of Checks February, 2016
- Approve the electronic transfers for the month of February 2016 in the amount of \$2,237,411.43. Electronic Transfers
- Approve the revised Regular Board Meeting Dates correcting March Meeting date to March 14, 2016. February, 2016 Revised Regular BOE Meeting date to March 14, 2016
- Approve the LEAVE requests as listed below:
 1. Kerry Vanairsdale/Teacher/MacGowan/FMLA/Effective 2/24/2016 K. Vanairsdale
- Approve the SEPARATIONS requests as listed below:
 1. Lorenzo Brown/Teacher/RUHS/Resignation/Effective 3/7/16 L. Brown
 2. Raven Lee/Behavioral Specialist/Stuckey ADT/Resignation/Effective 2/22/16 R. Lee

Action Items

MOVED by Gubachy, seconded by Graham, that the Board of Education removes from the table the recommendation item of the District Auditors from the February 8, 2016 regular board meeting.

District Auditors removed from table

Vice-President Gubachy asked Assistant Superintendent McIntyre if Trustee Doby's concerns were addressed to her satisfactions. He stated that he answered all of her questions but he hadn't heard anything back.

Yes: 5 No: 0 Motion: Carries

MOVED by Gubachy, seconded by Caloia that the Board of Education, at the recommendation of Assistant Superintendent McIntyre, approve Abraham & Gaffney, P.C., to perform the audit for Redford Union Schools, District No. 1 for the years ending June 30, 2016, 2017 and 2018, per the engagement letter attached.

Abraham & Gaffney, PC as District Auditors extended for three years Approved

Trustee Graham asked if we are still bonded by arbitration. Assistant Supt McIntyre said that the language is consistent with the other and it is still in there.

Yes: 5 No: 0 Motion: Carries

MOVED by Pridemore, seconded by Graham that the Board of Education review all options in consultation with legal counsel as listed on the memo dated March 1, 2016 from Assistant Superintendent McIntyre, and at a minimum allow the business office to recoup any legal fees associated with this endeavor.

Attorney George Butler stated he was not sure if the Board wanted to have the discussion in open or closed session; but the facts are what they are therefore they stayed in open session.

Trustee Caloia asked why the address was different. Trustee Graham explained that four lots are on one side of the building with the Winston address and the other 42 lots are on the Puritan address.

Attorney Butler has been asked to detail what they have been able to find out with respect to the District's relationship to property 24630 Puritan, Redford Township, MI 48239 (commonly known as 16161 Winston Street) which is currently occupied by New Genesis Missionary Church and its options with respect to that property. As they could not find a recorded deed of conveyance.

Per Attorney Butler, when Detroit decided to land contract this portion of land that apparently includes this piece to the church, the church obviously assumed Detroit owned it. As they were nearing the point where they were going to pay the land contract off, the land contract is just a promise to pay. So when you make your last payment, you own it and you can convey it. As their own title company and lawyers started researching the title to the property they realized that Detroit didn't have record of this property either. It could have been an oversight, back then no one thought to follow-up to the annexation with recording the proper instrument for that. Former Board member, Mr. Brenner found by physically looking through old minute books, a resolution whereby there was an intent on part of the board to let some portion of the property go. But none of it described the boundaries. Per Attorney Butler, based on everything he has heard the District never utilized this property. So now the questions become, what do we do? Do we cooperate, do nothing, or let DPS do the heavy labor of proving that they own it? We asked Detroit back in 2006 if they owned it and to search their own records of any District to District transfer. But they didn't find anything. The person that made the initial inquiry left. Another person called about a year later but that person has since gone. The whole thing died a quiet death. In the meantime, it was conveyed by this land contract to the church. The church is expecting to own this piece of property after they have made all of these payments and now realizes that Detroit Public Schools cannot deliver what they promised to deliver on the land contract which is the title to the property at the end of the day. We are the last owner of records.

The church may be getting ready to pay off the land contract or they may have someone they want to sell it to. So our options are: we could cooperate, cleanup the title and say where do you want us to sign, we don't want anything to do with it, we could say it has some value and do it for some consideration of value, we could do nothing at all which is how it's been. If I was the church and no one was cooperating I would bring an action to try to clean up the title. But the problem with cleaning up the title you have to show something to fill in the gaps for what wasn't recorded to state your claim. Superintendent Shivers' asked if the fact that the Church have been making monthly payments in good

faith be their good standing. Attorney Butler said it would certainly put them in good standing with saying Detroit is the owner of it.

Attorney Butler stated he knows we can't do anything unless the Board agrees. Right now there is nothing in front of the Board to make a coherent decision about what to agree to. Even if we felt sorry for the church. We would have to go back and look at historical record.

Attorney Butler said the duty of the Board is to do whatever turns out to be what somebody else says what's right in court or show us the paper work.

Attorney Butler said we would have to get an agreement that if we put in time and effort we expect to get be compensated. I don't think anybody here is suggesting we capitalized on a situation we never knew about. You are a public body you can't just agree to something without having a bases for doing it. If it is to set the historical history straight, then so be it. That's the reason. But so far we don't have enough information to set it straight.

President Kurland asked when was the last time we reach out to DPS on this issue.

Assistant Supt McIntyre said he has only been in contact with the church.

Attorney Butler said what would be helpful is for you to call the church and get a copy of their land contact from them and it's not a violation of the open meeting act for you to give a copy to the Board President. And one by one she can copy each of the board members so they can review it. You were not planning on taking any action on this to night anyway. So what I would do it put this down for review in a month from now and see what new information come forward. Put a placeholder on the agenda for it. Greg can tell you what if anything that they been doing. I think it would be very structured for you to see the land contract. How much they paid for it so you will have some sense of the value of the property was.

Trustee Caloia asked if the person from DPS who made the deal name will be on the land contract. Attorney Butler said yes-

Trustee Caloia asked if the land contact will show when it started, how much the amounts are, total amount of the deal was, when it was supposed to end. It will be a very telling document.

Attorney Butler said "yes" it should be. It was not recorded. You don't have to record a land contact. If the buyer defaults and have recorded that contract it can mess up title. You can't record it until the deal is done. I'm sure the church will share that will us. Next month or the month after put a placeholder for update on property.

Trustee Caloia said she want it on the record that Jennifer is going to share this information with us.

President Kurland said "yes" when George tell me exactly how to do it. I will follow legal counsel instructions.

The Board thanked Attorney Butler.

MOVED by Pridemore, seconded by Graham, to table this motion until April Board Meeting, where an update on property will be given and discussed.

School District Property
TABLED

Yes: 5 No: 0 Motion: Carries

None

Items removed from the
Consent Agenda

Superintendent Shivers greeted the Board and community and said she has several updates this evening.

Superintendent's
Comments

1) Strategic Planning update - Debbie Stair from MASB stated we've had over 200 community members fill out the online survey and it is still open through Spring break. We had over 80% of all of our staff members participate in the face to face input sessions. We had about 50 students and then we had additional 20-50 of people participate in other means. We are scheduled to have the community planning session which is encouraged for people from all groups; students, parents, staff members and administrators on Saturday, April 9th, all day commitment and we will provide food. The timeframe maybe 9 am - 2 pm. It will be held at the library of the high school.

2) Feasibility Study - You all should have received an email she forwarded to you on Friday from David Huilings. David has asked to meet with me and our Board President. He is meeting with South Redford Board President and South Redford Superintendent. I met with Mr. Galdes this afternoon to go through the questions that the Board has asked but I don't get a chance to type them up. I will get those out to you tomorrow. I did ask him when the feasibility study should conclude. He thought it would conclude by mid-May. I also asked him in what format will the report be given. He said it would be given to he and I first to review the preliminary report then our respective boards. Then it will be a joint decision about who it get communicated with after that and what format. The board has asked us to continue working on marketing and messaging and I have asked Mr. Digon to lead that work. He has given me two dates of April 7th and April 21st both Thursdays. He did such a good job with our enrollment campaign last year. He will work on that parallel to the preparing for our enrollment for 2016-17 school year. I will send those dates to the Board on Friday when I send my Friday updates.

3) High school trip to Spain 2017 - I have met with Mr. Battistelli, followed up with Ms. Nachman. I followed up again with Mr. Battistelli. I have talked with and also Jackie has talked with EF Tours. The issue is we have one child that has almost completely paid for the trip and one staff member who has partially paid for the trip. The two combined would lose about \$1,000 if we canceled the trip. However, with the request for staff chaperone and for the District to incur the sub cost of staff chaperone on the trip it may be a wash in terms of \$1,000 for what we would have to pay for subs and what we would have to pay to not have that family and that teacher impacted by losing the trip. But to try to prevent anyone from losing money including the District I am meeting tomorrow with the regional manager to try to negotiate something else. Maybe put the funds aside for a future trip or create other arrangement. I still don't have a final recommendation. I will keep you updated.

4) A new item on the agenda titled "Academic Hi-lights" teaching, learning, curriculum and instruction updates. Four updates tonight. 1) I am the most excited about. This morning Ms. Nachman, Mr. Humitz and myself met on Eastern's Campus with an Early Middle College Consultant as well as the Vice President of Student Affairs and the President of both the Western and Eastern Campus of WC3 about expanding our dual enrollment program at the high school to forming an early college program beginning the fall of 2017. Redford student would be able to earn their associate degree by the time the graduate. They would earn an associate degree or a certificate if they went into one of the career trades program. WC3 is partnered with a few four year institutions so it may even be an articulated agreement that if they complete the associate degree they are automatically eligible to be enrolled into a four-year institution. We are still working those details out. As you know we've had dual enrollment opportunities at the high school for several years now. We have many kids that are getting 10-18 credits. This would allow us to open that program to many more students.

The second update is around the development of an alternative middle school to provide some options for the numbers of kids we have found to be on long term suspension or expelled from middle school. As you know we have this issue and concern around the high school but as you can imagine there are even less options for a middle schooler that fine themselves in the 6th, 7th and 8th grade being put on 180 days' suspension. They lose a whole academic year and by the time they get to high school they are too old in terms of age and cannot garner enough credits because they are too far behind once that clock starts ticking at the ninth grade. Mr. Christopherson and I have been on several trips to look at alternative programs. Also Katy Jain has gone with us to view a couple of programs. We have been talking to the counselor at the middle school. We been talking about different models of middle school alternative programming that have been successful for kids in the State. We have been talking about building in a service learning kind of civic responsibility component to it so that they have to give by to the Township of Redford Union. All of these things are in the beginning stages but it was impetus out of our many conversations around this board table when we have review committee and our continued concerns of the number of kids at the middle school that are getting off track and unable to get on track to make them successful at the high school. We look at this as a re-entry program. They have an opportunity to get back on track academically and behaviorally in a setting that is more intense and maybe smaller and focused on core academics, core behavioral and soft skills.

3) Andy Christopherson and his team are still working on student engagement, raising their math scores and creating a STEM project based learning focus at the middle school. I hope to have Andy come to the April board meeting to talk to the Board about what they have been doing in several different areas at the middle school.

4) We have tentatively set for April 5th an assembly in the morning for 6-8 graders on cyber safety, social media usage and then in the afternoon we will work with a smaller group of middle school students about middle school students being empowered to encourage other middle school students to use good practices on social media, think before you click and kind of removing the whole bullying aspect to that by having other students talk with other students instead of adults. Jennifer Mansfield, our police officer will be talking to the students about safety issues related to being online and social media. We hope to have someone come out from OK 2 Say to talk to kids about when you feel like there is something unsafe that is happening how you report it. In the evening we will have law enforcement talking to parents about if it's my phone, what happens if I see xyz,

and what do I do if I see something on my child's phone. Also helping the parent know what social media apps to look out for and having conversation with their kids about and encouraging good social media behavioral and etiquette and discouraging inappropriate things that we know some of our young people are engaged in. The date is tentative because we have 4-5 different speakers that we are trying to coordinate with but it is coming together. I just wanted to let the Board know the status of that as well.

Trustee Graham asked if she will let them know the dates.

Superintendent Shivers said she will let the Board know the dates once they are finalized.

None

Call to Audience on
None Agenda Items

President Kurland stated that the first thing is our Board Policy Book.

Lynda, after December 31st has been working with Jackie and then beginning some of the policy work. Lynda is going to pass out and talk a little bit about the policy work she has been doing to kind of get us in position where we can make a decision about how we want to move forward with our policy work. Moving into 2016-17 school year there are some recommendations and suggestions that the Board can consider in terms of how we continue to work in this policy area. There has been a lot of discussion around the status of our policies and needing to make sure that we have our policy book in order. I will turn it over to Lynda to talk about one of the options Neola then we will talk about outside of Neola what the other options are. I just want to make sure that I am clear this is not for anything but other than information for the Board at this point and time. We will bring it on for another board agenda for some discussion and perhaps even making some decisions. I wanted to get the ball rolling because we have had conversation as recent about our bullying policy, cell phone policy and dress code policy those are example of policies that I know we need to continue to have conversation around.

Board of Education
Communication/Discussion

Lynda stated that Neola has a process where they will come in and do a brand new policy book for the policies that they know the District needs and they will match it to what other policies you have in place specifically for your District. They have a fee that only includes 24 hours of face to face service and they would need a liaison, who would work between them and the Board of Education. That could be someone that sits on the Board that would be available to meet with them or it could be someone working in the District. Another option is to stay in-house using someone within the District that is familiar with what the Board Policy book is, how this board is use to operating with the Board policies. Our policy book is very big and several of them have not been gone through in a long time. As we go through those policies, the first time we do something we could probably do five policies in a night and that would be first reading. Then the next meeting we would have five new policies and five for a second reading. The bullying policy, attendance policy and graduation requirements could take longer to review. We have immunization requirements, immunization shots and kindergarten entrance immunization; these need to be updated. Soliciting and selling with the popularity of the Go Fund Me sites is something that has come up.

Superintendent Shivers added that some of those policies that Lynda is working on will be done during her hours between now and the end of the school year. The Board has a

decision to make about how we want to move into this policy work going into 2016-17. The part that concerns me is that it is a very intense process as you can imagine. I think we need to have a vision, idea and map out because it can be challenging with only having one board meeting a month. So I just wanted to give the Board an idea of the kind of decision we will have to make and there is a cost if we go with Neola. The benefit is that is what they do. But there is also the option of doing it in-house with maybe Lynda's assistance and Jackie teaming up and doing it. There is also the option for us to continue to do some as we go along. I think the Board needs to have a scope of how much time it might take. Lynda is still working on that. If we need Neola it will take at least a year. We have more control if we go in-house in terms of which one we do first, the priority, if we stretch it out 2-3 years. My intent was not for the Board to make a decision/discussion. I just wanted you to be aware of the direction we are trying to move into in that area.

Per Lynda, the cost for Neola is just under \$10,000 and that is just if we can get it done within one year and that is only with 24 hours of face to face service. Anything extra will be more.

President Kurland said and it requires us to have somebody in district. So it will cost more than that in terms of salary.

Superintendent Shivers said what would be helpful for her is for the Board to consider what has been provided this evening in terms of information; and probably the May Board meeting she will be able to come to the board with a little more specificity in terms of how long we think it would be, the priority of policies and maybe make a recommendation. Then the board additional information or they can make a decision at that time in preparation for 2016-17 school year.

Vice-President Gubachy said what Dr. Shivers said about the middle school alternative education is great. Her concern is and we haven't gotten a cost update of what our high school alternative is. Going into this was not to cost more per student than the students that are there and she has a feeling we are subsidizing those students that are there at the cost of more children in our classrooms in 2nd, 3rd and 4th grades. She would like an update for how much it cost per student at the alternative education program at the high school; and also as we go forward with the middle school program she would like to see the items of the cost involved. We cannot sacrifice our students that are following the rules. She wants to help all students, but we can't at the expense of others.

Superintendent Shivers said she has to live with Mr. McIntyre and she has no intention of going over the cost. She has already started a budget and the Board will see the full budget of every cost before we would move forward.

President Kurland stated she went to the MASB President workshop and has a few things to share.

They suggested that the Board do a possible candidate orientation for people wanting to serve on the Board ahead of time. Do this before the actual filing date, so people who are considering the position would know what is required to sit on the Board of Education. They also suggested a new member orientation for new board members, a welcome packet of sorts, showing how the Board operates. Most of the Board Presidents sitting in the workshop do have some type of new member's orientation or packet for new board members. There was also a suggestion of a self-assessment. To do a Board self-

assessment every December so that we can look at ourselves throughout the year as Board. How did we run this year? What were the things that worked well? What were the things that didn't work well? So that the following year as the Board continues to operate whether it is a new board because of elections or the same board because it is an off election year we can assess ourselves around the same kind of way we do our superintendent. One of the things that I'm going to start doing in terms of being proactive that was a good suggestion from them is to start calling you all monthly. Starting in April to make sure if you have questions or concerns instead of just saying you can call me whenever being proactive with you. They also suggested in terms of media to make sure that all of us know our graduation rates, building composition, student makeup, and things like that. So if there are things about the District that you don't know that you have questions about make sure you talk to Sarena.

Vice-President Gubachy suggested putting together a fact sheet. The Board agreed that was a good idea.

President Kurland said there is a House Bill # 4182 which will actually allow skype voting. It currently been in the house and back to the senate. In terms of the agenda, they talked about a couple of things. One is building a policy about putting items on the agenda. The way our board policy is right now all agenda items go through the President. But that way there are ways for other members of the board to add things to the agenda if they would like to at least within policy. Also doing a calendar agenda. So making sure we have an annual calendar of things like when we approve our budgets, when we approve our audits, and that kind of things. That we have not just our monthly agendas but an annual agenda with those important dates especially moving forward with our strategic plan If there are things we could have as the calendar updates. We just received this information, Terri if you are interested in taking point on this again it is the Memorial Day parade.

Trustee Graham said yes.

President Kurland said the parade will be on June 5th and it would be very nice to see everyone. The Winter Sports award is at tomorrow at 7:00. The Redford Township Fireworks Festival is being moved to Friday evening instead of Saturday. Let's give a big thank you to everyone that went out and voted on last week Tuesday. It was a 60% voter turnout in Redford.

Superintendent Shivers said we had twelve of our students that worked.

President Kurland said lastly we had a suggestion that came from Trustee Isabell. I spoke with her before the meeting today about writing a letter as us as a Board to the South Redford School Board. Her suggestion is within the letter I would write and send to you guys and we all would sign together. For both board to sit down for more transparency and ask for a joint board meeting around this issue of annexation conversation that has been started by South Redford, but has currently had no real public discussion on their board. Her suggestion was that we all physical sign this and send to them. So that can be something we can talk about or we can electronically sign depending on all of your schedules.

Trustee Caloia asked if we all sign it will that mean that we all are willing to go.

President Kurland said she will type up something that is preliminary and I will email it to you all and you can take a peek at it. Sherri you can sign it if you agree that we should have the meeting.

Trustee Caloia said she will think about it.

President Kurland said she thought it was a really good suggestion. She will type something up this week and send it to you by Sunday.

Trustee Caloia asked do they not know how we feel.

Superintendent Shivers said she recommended this to Brian back in January and I don't think that he was very open to the idea. I don't necessary mean think it is the will of the Board. I think Pat is just saying instead of me asking him to have his board meet with our board, why don't the board as the board to meet.

Vice-President Gubachy said it would be interesting to hear what they think. Who would run the meeting? Who would be in charge? Who would get to tell people to stop talking? It is so many logistics.

Superintendent Shivers said we can have further conversation about that who facilitate it. Neither Board President nor neither Superintendent should run it. Back to what Pat was trying to say, instead of guessing, wondering and assuming for the sake of transparency let allow for both boards to be heard. It would be very hard for their entire board to turn down a request by this entire board to meet and if they do it would speak volumes to their position and lack of transparency which is important for the community to not only understand, but also their board to understand.

Per President Kurland, she will send the letter to all board members.

Per Trustee Pridemore, she and Terri are going to Wayne County Association of School Boards at RESA on Thursday for the Superintendent's evaluations.

President Kurland asked Jackie to please register her for the conference.

Monday, April 11, 2016 - Regular Meeting at 7:30 p.m.
Board of Education Administrative Offices, 17715 Brady Street, Redford MI 48240

Future Meeting Dates

MOVED by Gubachy, seconded by Caloia to adjourn the meeting at 8:57 PM.
Total: Yes: 5 No: 0. Motion: Carries.

Adjournment

Respectfully Submitted,

Lisa Gubachy,
Acting Secretary
Redford Union Schools Board of Education