

REGULAR MEETING MINUTES – BOARD OF EDUCATION
 REDFORD UNION SCHOOLS, DISTRICT NO. 1
 March 8, 2021

Regular Meeting
3/8/2021

A Regular meeting of the Redford Union Board of Education was held on March 8, 2021, at the Redford Union Board of Education and Administration Building, 17715 Brady St., Redford, MI 48240. The meeting was in-person and virtually on a Zoom webinar. The following Webinar link and passcode was listed on the Agenda.

<https://us02web.zoom.us/j/88218747433?pwd=UIVNdStaQkNoemhwdDlnSGhNbk8zQT09>

Passcode: RUStrong

Or iPhone one-tap:

US: +19292056099,,88218747433#,,,,*21094916# or
 +13017158592,,88218747433#,,,,*21094916#

Or Telephone:

Dial (for higher quality, dial a number based on your current location):

US: +1 929 205 6099 or +1 301 715 8592

Webinar ID: 882 1874 7433

Passcode: 21094916

International numbers available: <https://us02web.zoom.us/j/88218747433?pwd=UIVNdStaQkNoemhwdDlnSGhNbk8zQT09>

President Gubachy called the meeting to order at 6:30 PM.

Call to Order

Present: Bailey, Gray (Late 6:35PM), Gubachy, Osowski, Pridemore, and
 Robinson

Roll Call

Absent: Caloia

The Pledge of Allegiance was recited.

Pledge of Allegiance

President Gubachy asked that those present please place their cell phones on silent.
 President Gubachy greeted everyone and thanked them for joining.

President's Remarks

Interim Superintendent Jasen Witt greeted everyone and thanked everyone for ramping up a safe return on the first day of in-person learning. He said things ran as smooth as possible in the buildings. He gave kudos to the students and their families. There were some transportation issues and some of the administrators came together to address those concerns/issues. The District is looking forward to continuing with the hybrid

Interim
Superintendent's
Remark

learning and the virtual learning for those students/families that opted to only attend virtually.

It was moved by Member Osowski, seconded by Member Robinson, to adopt the Agenda of March 8, 2021, Regular Board Meeting as presented.

Adoption of
Agenda as
presented

ROLL CALL:

J. Bailey: Yes, S. Caloia: ABS, R. Gray: ABS, L. Gubachy: Yes, J. Osowski: Yes,

E. Pridemore: Yes, J. Robinson: Yes Yes: 5 No: 0 Motion: Carried

Call to the Audience for Public Participation Regarding Agenda Items:
There were no in-person comments and no virtual comments.

Call to the
Audience: Public
Participation
Regarding Agenda
Items

Presentations:
Superintendent Search Survey and Stakeholder Feedback Results – Jay Bennett,
Assistant Director, MASB

Jay Bennett attended virtually. He presented a PowerPoint Presentation of the
Superintendent Search Survey and Stakeholder results.

The Board reviewed/shared their feedback on the Critical List and revisions were made.

Mr. Bennett will email/send the revised Critical List to the Board.

Mr. Bennett and the Board scheduled a Special Board Meeting for Monday, March 29,
2021 at 6:00 PM at Keeler to review the applications and to select about six candidates
to interview.

Mr. Bennett will release the applications to the Board for review prior to the March 29,
2021 Special Meeting on March 25th or March 26th.

The Board thanked Mr. Bennett.

The Board took a brief recess due to the entire virtual meeting was inadvertently closed
when Mr. Bennett ending the presentation on his end.

Interim Superintendent Communication:
None.

Interim
Superintendent
Communication

Regular Board Meeting: 3/8/2021

Communication Received by the Board Secretary:
None.

Secretary of
the Board
Communication

Interim Assistant Superintendent of Business Services Communication:
None.

Interim Assistant
Superintendent of
Business Services
Communication

Assistant Superintendent of Human Resources and Labor Relations Communication:
Assistant Superintendent Witt stated that there are upcoming contract negotiations with all four bargaining units. The Teachers (RUEA) bargaining sessions are scheduled for March 16, 2021 and March 23, 2021. He said that the District would attempt to use a new process in bargaining with the Redford Union Educational Assistants Association (RUEAA) and Redford Union Office Staff Employees Association (RUOSE). The new process is an Interest-Based Bargaining Process also known as Win-Win Bargaining. A team of administrators will be trained alongside of the two bargaining units on Thursday, March 11, 2021. Assistant Superintendent Witt said that they will have more discussion on the negotiation at tonight's closed session.

Assistant
Superintendent of
Human Resources
and Labor Relations
Communication

Administrative Committee Reports:

Buildings / Facilities Committee:

Interim Superintendent Witt stated that the Buildings and Facilities Committee met today, March 8, 2021. There is nothing to share at this point.

Personnel / Policy Committee: None.

Finance Committee: None.

Curriculum / Achievement Committee: None

Administrative
Committee Reports

Consent Agenda:

It was moved by Member Robinson, seconded by Member Osowski, to approve the consent agenda items as presented.

Consent Agenda
Approved as
presented.

Waived the reading and approved January 11, 2021, Organizational Meeting Minutes of the Redford Union Board of Education, as presented. These minutes were inadvertently omitted from the Consent Agenda on the February 8, 2021 Regular Meeting Agenda.

Organizational
Meeting minutes of
January 11, 2021 as
presented.

Waived the reading and approved February 8, 2021, Regular Meeting Minutes of the Redford Union Board of Education, as presented.

Regular minutes of
February 8, 2021 as
presented.

Regular Board Meeting: 3/8/2021

Approved check register list from February 1, 2021 – February 28, 2021, in the amount of \$1,423,550.10.

Check Register List
February 1-28, 2021

Approved electronic transfers for the month of February 2021, in the amount of \$1,799,157.12.

Electronic Transfers
February 2021

Human Resources:

Human Resources

Approved **RECALL FROM LAYOFF STATUS** request as listed below:

1. Steve Fitzpatrick/5th Grade Beech/Effective 2/25/21

Steve Fitzpatrick

Approved **SEPARATIONS** requests as listed below:

1. Sekrette Burbank/Teacher/Beech/Resignation/Effective 3/2/2021
2. Cindy Evasic/Teacher/Beech/Retirement/Effective 3/1/2021
3. Jack Hammoud/Educational Assistant/RUHS/Resignation/Effective 3/17/2021
4. Tamara Mitchell/Teacher/Beech/Layoff Status/Resignation/Effective 3/2/2021
5. Alan Oja/Teacher/Hilbert/Layoff Status/Resignation/Effective 3/1/2021
6. Barbara Smith/Teacher/Beech/Retirement/Effective 3/1/2021
7. Caroline Snyder/Math Teacher/RUHS/Retirement/Effective 3/1/2021

Sekrette Burbank
Cindy Evasic
Jack Hammoud
Tamara Mitchell
Alan Oja
Barbara Smith
Caroline Snyder

Approved **LEAVE** request as listed below:

1. Althea Talbert/Educational Assistant/Hilbert/Effective 2/22/21

Althea Talbert

Approved **LEAVE: SES GROUP** request as listed below:

1. Lindsey Tula/De La Salle High School/Effective 2/5/2021

Lindsey Tula

The Board had discussion.

Secretary Robinson gave an acknowledgment of appreciation to the teachers that have returned and to the teachers that are toughing it out despite personal/professional strife.

Trustee Bailey questioned the highlighted name Caroline Snyder that was listed under the Consent Agenda.

It was noted that the name was highlighted to show that a correction had been made. The correction was due to the correction of a misspelled name.

Assistant Superintendent Witt noted the number of retirees listed on the Agenda and that the retirement recognition that is typically in June was canceled last year. He said hopefully and if the COVID – 19 trend continues to move in a positive direction that the recognition would be sometime in June and that they are working towards that. He also thanked the teachers and other employees for their years of service.

ROLL CALL:

J. Bailey: Yes, S. Caloia: ABS, R. Gray: Yes (Virtually), L. Gubachy: Yes, J. Osowski: Yes,

E. Pridemore: Yes, J. Robinson: Yes Yes: 6 No: 0 Motion: Carried

Action Items:

Action Items

Special Consideration of an Action Item and/or Item(s) Removed from Consent Agenda:

Aeros Air Scrubber Bid:

It was moved by Member Pridemore, supported by Member Osowski, that the Board of Education, at the recommendation of Miles Tomasaitis, Interim Director of Buildings and Grounds and Nancy Swanson, Assistant Superintendent of Business Services, approve the District to accept the Aeros Air Scrubber Bid from Munch Supply at the price of \$80,000.00 for 160 units.

Aeros Air
Scrubber Bid

No Board discussion.

ROLL CALL:

J. Bailey: Yes, S. Caloia: ABS, R. Gray: Yes (Virtually), L. Gubachy: Yes, J. Osowski: Yes,
E. Pridemore: Yes, J. Robinson: Yes Yes: 6 No: 0 Motion: Carried

Metropolitan Association for Improved School Legislation (MAISL) Joint Risk Management Trust - Resolution to Appoint:

It was moved by Member Osowski, supported by Member Robinson, that the Board of Education, adopt the Resolution to Appoint Jasen Witt as Director and Nancy Swanson as Alternate Director to the MAISL Joint Risk Management Trust.

Metropolitan
Association for
Improved School
Legislation (MAISL)
Joint Risk
Management Trust -
Resolution to
Appoint:

Trustee Bailey asked what is MAISAL.

Interim Assistant Superintendent of Business Services Nancy Swanson and Interim Superintendent Witt explained. The District participate in MAISAL for the purposes of different insurances. The District has the option of being in a worker's comp pool, property liability, boiler insurance and more.

Interim Assistant Superintendent Witt said that there is a risk management pool as well.

ROLL CALL:

J. Bailey: Yes, S. Caloia: ABS, R. Gray: Yes (Virtually), L. Gubachy: Yes, J. Osowski: Yes,
E. Pridemore: Yes, J. Robinson: Yes Yes: 6 No: 0 Motion: Carried

District COVID-19 Preparedness and Response Plan:

It was moved by Member Pridemore, supported by Member Osowski, that the Board of Education, at the recommendation of Jasen Witt, Interim Superintendent, approve the continuation of the District's COVID-19 Preparedness and Response Plan including the provision of both remote instruction and any hybrid in-person learning alternative(s) that have been previously approved by the Board for District students through June 30, 2021.

District COVID-19
Preparedness and
Response Plan

No Board discussion.

ROLL CALL:

J. Bailey: Yes, S. Caloia: ABS, R. Gray: Yes (Virtually), L. Gubachy: Yes, J. Osowski: Yes,
E. Pridemore: Yes, J. Robinson: Yes Yes: 6 No: 0 Motion: Carried

Items Removed from the Consent Agenda
None.

Items Removed
from the Consent
Agenda

Treasurer Pridemore announced that it was Vice-President Osowski's Birthday. The Board wished him a Happy Birthday. She also announced that today was Women's Day and gave acknowledgment to all women.

Closed Session

It was moved by Member Osowski, supported by Member Robinson, that the Board of Education go into closed session for the following stated reasons:

1. Section 8(h) of the Michigan Open Meetings Act, MCL 15.268(h), to receive and consider written opinion of counsel; and 2. Section 8(c) of the Michigan Open Meetings Act, MCL 15.268(c), to discuss collective bargaining/negotiations.

Closed Session

ROLL CALL:

J. Bailey: Yes, S. Caloia: ABS, R. Gray: Yes (Virtually), L. Gubachy: Yes, J. Osowski: Yes,
E. Pridemore: Yes, J. Robinson: Yes
Yes: 6 No: 0 Motion: Carried, Time: 7:16 PM

(If you are in closed session here, you will need to "come out" of closed session by making a motion to Return to Open Session and then vote.)

It was moved by Member Robinson, supported by Member Osowski, to return to Open Session.

Open Session

ROLL CALL:

J. Bailey: Yes, S. Caloia: ABS, R. Gray: Yes (Virtually), L. Gubachy: Yes, J. Osowski: Yes,
E. Pridemore: Yes, J. Robinson: Yes
Yes: 6 No: 0 Motion: Carried, Time: 8:53 PM

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

In-person: None.

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

Board of Education Communication/Discussion:

Trustee Bailey shared that Shelia Duren, a 4th grade teacher at Beech Elementary won an Excellence in Education award from Michigan Lottery. She won a plaque, a \$1,500 cash prize and a \$500 grant. She is now in competition to be Educator of the Year and would receive a \$10,000 cash prize.

He also shared that Janet Rencsok, an Early Childhood Special Education Teacher at McGowan Elementary was recognized for being a great local teacher by State Representative Mary Cavanagh. He congratulated both teachers.

Trustee Bailey welcomed back Steve Fitzpatrick; Beech teacher that was recall from layoff status. He also gave appreciation and honor to the following retirees: Cindy Evasic, Barbara Smith, and Caroline Snyder.

Vice-President Osowski announced that June 27, 2021 is the Redford Union Golf Outing.

Treasurer Pridemore asked if she could put forth a motion.

It was moved by Member Pridemore, supported by Member Robinson, that the Board of Education remove the "Interim" title from Mr. Witt's current title until the end of his contract.

The Board had discussion.

Mr. Witt's contract would go through June 30, 2021 and the new Superintendent would start July 1, 2021.

Removing the Interim would show a level of support by the Board. Also, it would allow Mr. Witt to make certain decisions such as negotiations, to hire a CFO or other vacancies at Central Office.

Mr. Witt was open to accepting.

ROLL CALL:

J. Bailey: Yes, S. Caloia: ABS, R. Gray: Yes (Virtually), L. Gubachy: Yes, J. Osowski: Yes, E. Pridemore: Yes, J. Robinson: Yes Yes: 6 No: 0 Motion: Carried

Future Meeting Dates: (In-person and Virtual)

- A. Monday, March 29, 2021 – Special Meeting – 6:00 PM (To review the applications to fill the Superintendent vacancy starting July 1, 2021) Board of Education Administrative Offices (Gymnasium) 17715 Brady St., Redford, MI 48240
- B. Monday, April 12, 2021 – Facilities Committee Meeting – 5:30 PM
Board of Education Administrative Offices (Conf. Room), 17715 Brady St., Redford, MI 48240
- C. Monday, April 12, 2021 – Regular Meeting – 6:30 PM

Regular Board Meeting: 3/8/2021

Board of Education
Communication/
Discussion

Motion
Removal of
"Interim" from
Interim
Superintendent
Jasen Witt's Title

Future Meeting
Dates

Board of Education Administrative Offices (Gymnasium), 17715 Brady St., Redford, MI
48240

It was moved by Member Osowski, seconded by Member Robinson, to adjourn the meeting at 9:03 PM.

Adjournment

ROLL CALL:

J. Bailey: Yes, S. Caloia: ABS, R. Gray: Yes (Virtually), L. Gubachy: Yes, J. Osowski: Yes,
E. Pridemore: Yes, J. Robinson: Yes Yes: 6 No: 0 Motion: Carried

Respectfully Submitted



[Jennifer Robinson \(Apr 9, 2021 09:59 EDT\)](#)

Jennifer Robinson
Secretary
Redford Union Schools
Board of Education