

REGULAR MEETING MINUTES – BOARD OF EDUCATION
 REDFORD UNION SCHOOLS, DISTRICT NO. 1
 October 8, 2018

Regular Meeting
10/8/2018

A Regular meeting of the Redford Union Board of Education was held October 8, 2018, at the Board of Education Administrative Offices, 17715 Brady St., Redford, MI 48240, President Gubachy called the meeting to order at 7:30 PM.

Call to Order

Present: Caloia, Gubachy, Isabell, Kurland, and Pridemore
 Absent: Doby and Graham

Roll Call

The Pledge of Allegiance was recited.

Pledge of Allegiance

None.

Call to the Audience
On Agenda Items

President Gubachy asked everyone to please place their cell phones on silent or vibrate.

President's Remarks

Superintendent Shivers congratulated the High School and the District on a successful Home Coming weekend. She said everyone looked great, had a great game, the pep rally was well attended. She also congratulated the staff and students for making it an enjoyable experience for those that participated.

Superintendent's
Remarks

Superintendent Shivers gave a reminder of the Alumni meeting, Saturday, October 13, 2018, with the event starting a 9:30 AM, then tailgating, then the actual game. At halftime, all alumni would be invited onto the field for recognition.

Superintendent Shivers also mention that both Redford Union Schools and South Redford Schools have joined together for an attendance campaign. A joint letter was sent out last week to the parents. She said that there is a Township issue with truancy, absenteeism, and tardiness. The district will continue to partner with South Redford, other organizations, and churches in Redford Township. The administrators in both districts met every Monday for about a month now and would continue to meet until November. The administrators will develop a campaign that would be Township-wide, and they will develop a partnership with the Redford Township Court and Wayne County Court to address the attendance issues. They are also looking at incentives. She will keep the Board and Community updated.

It was moved by Member Isabell, seconded by Member Kurland to adopt the agenda of October 8, 2018, Regular Board Meeting as presented.

Adoption of
Agenda as presented

Yes: 5 No: 0 Motion: Carried

Enrollment/Staffing Update:

Presentations

Superintendent Shivers reported on Enrollment information from Assistant Superintendent of Business Services Greg McIntyre. She said that they only have preliminary numbers from count day. The district was down 50 more students than anticipated. The total originally brought to the Board was 275 they now have 327 (unaudited number), and 66 of that total can still be captured through attendance because they have attended since the start of the school year. The 66 students were not in school on count day. Superintendent Shivers will work with the attendance liaison. She will give the Board updates.

Enrollment/Staffing
Update

Superintendent Shivers gave an update on Staffing due to Assistant Superintendent of Human Resources Ron Ward was out ill. She first gave a recap from the prior meetings when the Board gave her authority to layoff no more than four staff members and staying within a certain range with the fund balance. Superintendent Shivers stated that they did reduce staff by two. One of the staff members that was laid off at the High School has already secured employment full time with Detroit Public Community School District and the second person that was reduced from the High School has been transferred to our Virtual School. She said that they are anticipating that there will be an opening at the High School due to a pending retirement (end of January 2019). If the retirement happens, the employee that went to the Virtual School will go back to the High School.

The SIG Grant has been submitted on behalf of the three teachers and Beech. Assist Superintendent Ward, and Principal Koren Clinkscale met with the three teachers last week. The teachers have been apprised on the steps that the District will have to take and the requirements as part of the SIG Grant. The State appointed SIG monitor will be in the District on October 9, 2018, and they will have more information about the status of the application. In Assist Superintendent Ward's notes, he said that he provides the three employees with weekly updates and that the teachers know that they are subject to be laid off if the SIG Grant application is denied.

School Finance Research Collaborative Video

School Finance Research
Collaborative Video

The Superintendent provided a handout on the School Finance Research Collaborative and the introduction of a video was shown to the Board. Superintendent Shivers sits on the Board of the Tri-County Executive Board Alliance which is one of the leaders of the School Finance Research Collaborative.

She said last year, Educators, Policy, Business, Research and Foundation leaders across Michigan got together to address the state's school funding system. The report suggests that school systems should receive \$9,590 for each student and added funds beyond this for students who are at risk. The district is currently receiving \$7,831.

She also mentioned that due to the upcoming change in the government (election) they were not sure how far the School Finance Research Collaborative would continue.

President Gubachy announced that Board Secretary Terri Graham had tendered her resignation as of October 8, 2018. Ms. Graham moved out of state. President Gubachy stated that the clock has started on filling the seat and that the information would be posted on the District's school page. They will follow the rules; they have 30 days to appoint a person in the vacant position. She said that the Board would be accepting letters of interest and the Board will interview the candidates and choose a person to sit on the Board.

Board Secretary
Communications

None.

Assistant
Superintendent of
Business Services
Greg McIntyre

None.

Assistant
Superintendent of
Human Resources/
Labor Relations
Ron Ward

Building / Facilities: None.
Personnel / Policy Committee: None.
Finance Committee: None.
Curriculum / Achievement Committee: None.

Administrative
Committee Reports

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

Consent Agenda
as Presented

Yes: 5 No: 0 Motion: Carried

Waive the reading and approve September 17, 2018, Regular Board Meeting minutes of the Redford Union Board of Education, as presented.

Regular Board Meeting
minutes of September
17, 2018 as presented

Waive the reading and approve September 24, 2018, Special Board Meeting minutes of the Redford Union Board of Education, as presented.	Special Board Meeting minutes of September 24, 2018, as presented
Waive the reading and approve September 26, 2018, Special Board Meeting minutes of the Redford Union Board of Education, as presented.	Special Board Meeting minutes of September 26, 2018, as presented
Recommend payment of \$930,026.74 for checks dated 9/4/18 to 9/28/2018.	Disposition of Checks September 4, 2018, through September 28, 2018
Approve electronic transfers for the month of September 2018 in the amount of \$2,372,942.29.	Electronic Transfers September 2018
Approve <u>NEW HIRES</u> : requests listed below: 1) Nancy Morrison/ASD Teacher/Beech/Effective 10/8/18	Human Resources Recommendations
Approve <u>NEW HIRES:NON-CERTIFIED</u> : requests listed below: 1) Kaja Braziel/Educational Assistant/RUHS/Effective 9/17/18 2) Nakita Matthews/Educational Assistant/RUHS/Effective 9/17/18 3) Kellie Sarlow/Attendance Liaison/MacGowan/Effective 9/24/18 4) Brittany Spear/Educational Assistant/RUHS/Effective 9/19/18 5) Paula Sutherland/Academic Teaching Assistant/MacGowan/Effective 9/4/18	
Approve <u>RUEA LAYOFF</u> : request listed below: 1) Walter Everett/Teacher/RUHS/Effective 10/8/18	
Approve <u>SEPARATION</u> : request listed below: 1) Krystal Lewis/Social Worker/Beech/Resignation/Effective 10/16/18	
Approve <u>SES SEPARATION</u> : request listed below: 1) Pamela Cunha/Teacher/SES/Resignation/Effective 9/28/18	
None.	Item Removed from the Consent Agenda
National PBIS Conference Participants: PBIS stands for Positive Behavior Interventions & Supports. The PBIS team addressed the Board and presented on the Chicago National PBIS Forum which they attended in October 2018. The presenters were Director of Student Services Carol La Pointe, McGowan Social Worker Cathy Heller, Beech Special Teacher Phil Pacheco, Stuckey Social Worker Rebecca Phillips, and Director of Instructional Technology Kim Crenshaw.	Academic Highlights: National PBIS Conference Participants Presenters: Carol La Pointe, Cathy Heller, Phil Pacheco, Rebecca Phillips, and Kim Crenshaw
Ms. La Pointe said that Superintendent Shivers is also on the PBIS Team.	

Ms. La Pointe said that Wayne RESA offered all Wayne County school districts the opportunity to attend. The group had to submit an application on why they wanted to attend, what they wanted to accomplish and how they would use the information in the District going forward. They were accepted.

A handout was provided to the Board, and a video was shown. There are three pillars of PBIS; Be safe, be respectful and be responsible.

Each staff person addressed the Board on parts of the presentation that included the district initiatives, what they learned, the district's goals and the district's roles.

None.

Action Items

Superintendent Shivers mentioned that at a prior Board Meeting Member Doby and a few other members spoke on recognizing people in the District who go above and beyond. The Superintendent's Office put together an interactive/electronic RU Brag Book. The Brag Book was shown at the Board meeting. The first person to be recognized in the Brag Book was Ms. Gayla Barr, Beech PESG Lunch Monitor. The RU Brag Book would be posted on the District's website with instructions on how to nominate others for recognition.

Superintendent's
Communication

Rebecca Middleton addressed the Board. She is a Special Education Teacher at Stuckey Center that is currently on medical leave. She started working in the District in 1995 and has worked as a Special Education (EI) teacher for the past 17 years. She stated that in October and November she was subjected to abuse and harassment and it caused her to have a nervous breakdown on November 6, 2017. Ms. Middleton said she submitted a formal request to Human Resources in January 2018 and she received notification that Assistant Superintendent of Human Resources (HR) Ron Ward would proceed with her investigation. In her formal complaint, she noted that she wanted to use her formal complaint, documentation, quick view calendars, background facts, other information shared with Mr. Ward and information that Mr. Ward gathered from his interviews. Mr. Ward confirmed that he had received her email and that he would proceed as requested (In January). She said in March, Mr. Losey (Union President) informed her that Mr. Ward he had not begun her investigation.

Call to the Audience
on Non-Agenda Items

She said that Mr. Scott from MEA contacted Mr. Ward. Mr. Ward confirmed that he would complete Ms. Middleton's formal investigation.

Ms. Middleton stated that a couple of months later she asked about her report and it had not been completed. Once the report was completed Mr. Ward said he had to interview her. The morning of her interview before she left home, she was informed that it was canceled and would be rescheduled due to Mr. Ward was sick.

Ms. Middleton stated that Mr. Ward sent her an email that stated the District's lawyer said not to interview her until she had been cleared to return to school. She said that

she stated in her formal complaint that she did not want to participate in an interview. She asked Mr. Ward to bypass it and use the information that was submitted.

She stated that her union had contacted Mr. Ward to remind him that she asked for him to finish the investigation without an interview.

Ms. Middletons' Workmen's Comp stopped at the end of the school year, and after that, she had no contact with the District until she reached out in September 2018.

Ms. Middleton stated that she was told in September that the report would not be completed until she received clearance from a doctor to have a meeting. She asked Mr. Ward to please use the information that was given to him and bypass her interview. She said Mr. Ward said that he would use the information that had been given to him and that he would bypass her interview and that he would have a report for her on October 8th. On October 8th, in her email, she had a preliminary report. It was a preliminary report because he still needed to interview her.

Ms. Middleton asked the Board for a formal investigation into the head of Human Resources for not investigating her formal complaint in a timely manner. She asked that the School Board look at her formal complaint as Human Resources had failed to do so in a timely manner. She said she would like the situation resolved as soon as possible. Ms. Middleton asked that the Board investigate Mr. Ward.

The Board Thanked Ms. Middleton.

Mr. Jerry Middleton (father of Rebecca Middleton) addressed the Board. He gave a background of when he was a substitute teacher. He said that Ms. Middleton's authority in the classroom was undermined backhandedly and that it didn't meet the District's vision. He said that he had three-way conversations with Mr. Ward and the union representatives to help Ms. Middleton get through because of the very intense topic. Mr. Middleton confirmed that Ms. Middleton asked Mr. Ward to bypass the interview.

Mr. Middleton asked that the Board consider Ms. Middleton's concerns.

The Board Thanked Mr. Middleton.

Mrs. Carol Middleton, (mother of Rebecca Middleton) addressed the Board. Mrs. Carol Middleton was a former RU student and former RU Hearing Impaired teacher. Mrs. Carol Middleton had been dealing with Mr. Ward about Ms. Rebecca's leave days that she had not used up. Ms. Rebecca Middleton wanted to get paid for her leave days. Mrs. Carol Middleton said that she had an email that stated the money would be deposited into Ms. Rebecca's account on September 21st. There was no money in her account on September 21st. Mrs. Carol Middleton shared some background information about Ms. Rebecca Middleton.

The Board Thanked Mrs. Carol Middleton.

Treasurer Kurland shared information on the Oktoberfest, September 21-22, 2018. She said it was wonderful; there were volunteers from RU (she thanked Assistant Superintendent Greg McIntyre for sharing the information with staff). There was wonderful attendance.

Board of Education
Communication/
Discussion

President Gubachy shared information about the Homecoming Game.

Vice-President gave a reminder that the Buck Up the Band is coming October 20th so if you live in the community, please give to the band kids.

Member Isabell said it was good to be back.

President Gubachy passed out the draft goals. She asked that the members review it and to email her any there are any changes or additions. She will make the revisions and redistribute the updated version. The Board will have a formal adoption of the document as soon as possible. The document was based on the Superintendent's contract and MASB.

Superintendent
Performance-based
Goals

Monday, October 29, 2018 – Special Meeting – 6:30 PM, Board of Education Administrative Offices, 17715 Brady Street, Redford, MI 48240

Monday, November 19, 2018 – Regular Meeting – 7:30 PM (*Changed due to Veterans Day Observance 11/12/18.*) Board of Education Administrative Offices, 17715 Brady Street, Redford, MI 48240

Monday, December 10, 2018 – Regular Meeting – 7:30 PM, Board of Education Administrative Offices, 17715 Brady Street, Redford, MI 48240

Future Meetings Dates

It was moved by Member Caloia, seconded by Member Isabell to adjourn the Meeting at 8:49 PM.

Adjournment

Yes: 5 No: 0 Motion: Carried

Respectfully Submitted,

Jackie Warren, Secretary
Redford Union Schools Board of Education