

REGULAR MEETING MINUTES – BOARD OF EDUCATION
REDFORD UNION SCHOOLS, DISTRICT NO. 1
July 13, 2020

Regular Meeting
7/13/2020

A Regular meeting of the Redford Union Board of Education was held July 13, 2020, at the Redford Union High School (Library), 17711 Kinloch, Redford Township, Michigan, 48240. The meeting was also virtual through Zoom.

Zoom Link:

<https://us02web.zoom.us/j/6356467132?pwd=ZTIQby9YTW53NE9aSFJ1YitEdjVyQT09>

Meeting ID: 635 646 7132

Password: RUStrong

President Gubachy called the meeting to order at 6:32 PM.

Call to Order

Present: Caloia, Gubachy, Kick, Osowski, Robinson, and Pridemore

Roll Call

Absent: Gray

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

The Board received a request from a virtual viewer to give an overview of the 6:00 PM Organizational Meeting. President Gubachy announced the Election of Officers for 2020-2021. Lisa Gubachy was nominated and accepted Board President and this would be her last year as Board President. Jeff Osowski was nominated and accepted Board Vice-President. Jennifer Robinson was nominated and accepted Board Secretary. Harry Kick was nominated and accepted Board Treasurer.

The Board approved the Superintendent, Interim Superintendent, Assistant Superintendent(s), and/or designee for the following Consent Items: District Banks and other Financial Institutions signatures and designated depositories. Posting public notices of Board Meetings. District’s Freedom of Information Act (FOIA) Coordinator.

Also, approved at the Organizational meeting was the 2020-2021 Regular Board Meeting Schedule. The meeting adjourned at 6:28 PM.

Interim Superintendent Jasen Witt reported that a Facilities/Technology Committee meeting was held at 5:30 PM today.

Interim Superintendent’s Remark

Interim Superintendent Witt introduced Dr. Nancy Swanson; she would be joining the District as the Chief Financial Officer (CFO) on a short-term basis. Dr. Swanson’s most recent position with a regular school district and as a full employee was with Monroe ISD as the Assistant Superintendent of Business Services and CFO.

Also, Interim Superintendent Witt reported that the District has reached tentative agreements with all four Bargaining Units. Three of the four Bargaining Units have taken steps through their internal processes to ratify those tentative agreements. Due to the tentative agreement and ratifications, the Board Agenda was amended. The Tentative Agreements for Redford Union Administrators Association (RUAA), Redford Union Educational Assistants Association (RUEAA) and Redford Union Office Staff Employees (RUOSE) Resolutions were added to the Agenda for Board approval. Interim Superintendent Witt reported that the Teachers Bargaining Unit (RUEA) are working through their processes to also consider a tentative agreement. But due to constraints and understanding the time of year they are working to have their votes taken amongst their membership as well. Once that happens the Board would be presented with that tentative agreement.

It was moved by Member Osowski, seconded by Member Kick, to adopt the agenda of July 13, 2020, Regular Board Meeting as presented.

Adoption of Agenda as Presented Carried

ROLL CALL:

S. Caloia: Yes, R. Gray: ABS, L. Gubachy: Yes, H. Kick: Yes, J. Osowski: Yes, E. Pridemore: Yes, J. Robinson: Yes Yes: 6 No: 0 Motion: Carried

None.

Communication Received by the Board Secretary

Interim Superintendent Witt introduced Nicole Blocker and Greg Vankirk of Plante & Moran Cresa (PMC). They presented to the Board a presentation of their Summary of the Facility and Assessment Findings that was undertaken this past school year. A PowerPoint was shown. Ms. Blocker gave an overview of their work with the District. She stated that they were engaged with the District back in November 2019 for two phases of Assessment Program. During Phase 1 PMC worked with Chuck Martin, Director of Facilities and Transportation and they walked through all the school building, checked the roofs and parking lots. With all the information that gathered, PMC Firms created a Facilities Assessment of all the critical needs and capital planning needs over the next 10 years. She stated that during the presentation they would go over the assessment, capital 10-year planning needs, schedule options, Phase 2 and schedule the next steps.

Ms. Blocker stated that the District had a dip in pupil enrollment because there were less births. However, that number has fatten throughout Wayne County.

Mr. Vankirk stated that with a Phase Program you do not want to plan a Physical or Capital Plan without knowing what your student enrollment. We need to collate both; what are our physical needs are and what will the enrollment be. We do not want to put a lot of money into a building then turn around and have to close the building due to enrollment.

During the assessment PMC spoke with the building principals and the Facility Team. She stated that the facility assessment for all buildings, over the next three years would be \$40 million which included roofs and mechanicals for safe/dry schools. The cost inflation factor could be about \$77 millions. Phase 2 is funding options. There are options such as a Sinking Fund, Bond Fund, or Millage Renewal.

For Phase 2, Mr. Vankirk said that the Board would have to decide by December or January for the May 2021 Election.

The Board members were unable to see the information in the PowerPoint and hard copies were provided to some members previously and not available tonight. PMC will send them a copy of the presentation.

There were questions and answers.

The Board asked for the list of the critical needs and capital planning needs.

A workshop/study session will be scheduled.

The Board thanked Ms. Blocker and Mr. Vankirk for presenting.

A copy of the Facility Assessment Findings can be provided upon request.

Interim Superintendent and Assistant Superintendent of Human Resources/Labor Relations Jasen Witt reiterated on the Bargaining Tentative Agreements RUAA (Administrators), RUEAA (Paraprofessionals) and RUOSE (Office Staff) Tentative Agreements that were mentioned in his remarks. He stated that the Board was provided copies of the Tentative Agreements in his weekly updates.

Assistant
Superintendent of
Human Resources/
Labor Relations
Communication

Administrative Committee Reports:

Building / Facilities Committee: A meeting was held at 5:30 PM on 7/3/2020. The members of the committee were brought up to date on somethings that had taken place over the summer and things that were put on hold due to the shutdown. Dr. Swanson was also brought up to speed on things that Interim Superintendent Witt would need her assistant.

Administrative
Committee Reports

Personnel / Policy Committee: None.

Finance Committee: None.

Curriculum / Achievement Committee: None.

Member Pridemore asked that Item XII (K) RUEA Layoffs Effective August 15, 2020 be remove from the Consent Agenda.

Consent Agenda
Approved as
Amended

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

Waive the reading and approve June 8, 2020, Special Meeting (Budget Discussion) Minutes of the Redford Union Board of Education, as presented.

Special Meeting
minutes of June 8,
2020 as presented

Waive the reading and approve June 8, 2020, Regular Meeting Minutes of the Redford Union Board of Education, as presented.

Regular Meeting
minutes of June 8,
2020 as presented

Waive the reading and approve June 15, 2020, Special Meeting (Public Budget Hearing) Minutes of the Redford Union Board of Education, as presented.

Special Meeting
minutes of June 15,
2020 as presented

Waive the reading and approve June 22, 2020, Special Meeting (Transition and Interim Supt.) Minutes of the Redford Union Board of Education, as presented.

Special Meeting
minutes of June 22,
2020 as presented

Approve check register list from June 1, 2020 – June 30, 2020, in the amount of \$905,582,44.

Check Register List
June 1-30, 2020

Regular Board Meeting: 7/13/2020

Approve electronic transfers for the month of June 2020, in the amount of \$2,109,631.91.

Electronic Transfers
June 2020

Human Resources Retirements:

Human Resources

Approved **RETIREMENTS** requests as listed below:

1. Gwen Douglass/Accounts Payable/Keeler/Retirement/Effective 7/31/20
2. Jean Eberts/Teacher/Hilbert/Retirement/Effective 6/30/20
3. Karen Morris/Educational Assistant/Retirement/Effective 6/30/20
4. Melanie Weipert/Teacher/Beech/Retirement/Effective 6/30/20

Approved **ASSIGNMENT CHANGES** requests as listed below:

1. Dr. Lynn Bradley/Interim Assistant Principal/Hilbert
2. Dr. Bridget Lindsey/Interim Principal/Stuckey Center

Approved **RESIGNATIONS** requests as listed below:

1. Greg McIntyre/Assistant Superintendent Business/Resignation 7/10/20
2. Felicia Quail/Secretary/Hilbert/Resignation 6/25/20
3. Dr. Sarena Shivers/Superintendent/Resignation 6/30/20

Approved **POSITION ELIMINATED** requests as listed below:

1. Beatrice Benjamin/Academic Coordinator/Effective 7/3/20

ROLL CALL:

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

E. Pridemore: Yes, J. Robinson: Yes

Yes: 6 No: 0 Motion: Carried

Special Consideration of an Action Item Removed from the Consent Agenda:

Special
Consideration of
an Action Item
Removed from
the Consent
Agenda

Member Pridemore requested that the below Item XII, (K) be removed from the Consent Agenda.

It was moved by Member Kick seconded by Member Osowski, to approve Item XII (K).

K. Approve **RUEA LAYOFFS EFFECTIVE AUGUST 15, 2020** requests as listed below:

1. Teacher – Hilbert Middle School
2. Teacher – Hilbert Middle School
3. Teacher – Hilbert Middle School
4. Teacher – Hilbert Middle School
5. Teacher – Redford Union High School
6. Teacher – Redford Union High School
7. Teacher – Redford Union High School
8. Teacher – MacGowan Elementary School
9. Teacher – Beech Elementary School
10. Teacher – Beech Elementary School

There were questions and answers.

Discussion ensued.

ROLL CALL:

S. Caloia: No, R. Gray: ABS, L. Gubachy: Yes, H. Kick: Yes, J. Osowski: Yes,

E. Pridemore: No, J. Robinson: Yes

Yes: 4 No: 2 Motion: Carried

2020-2021 Cooperative Education Prog. Agreement Wayne-Westland Community Schools:
It was moved by Member Kick, seconded by Member Osowski, that the Board of Education, at the Recommendation of Jasen Witt, Interim Superintendent, approve the 2020-2021 Cooperative Education Program Agreement with Wayne-Westland Community Schools.

Action Items
2020-2021
Cooperative
Education Prog.
Agreement Wayne-
Westland
Community Schools

ROLL CALL:

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

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

Interim Superintendent Contract:

It was moved by Member Kick, seconded by Member Pridemore, that the Board of Education, approve the attached contract for Jasen Witt, Interim Superintendent, effective July 1, 2020 through June 30, 2021.

Interim
Superintendent
Contract

ROLL CALL:

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

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

July 14, 2020 – June 30, 2021 Collective Bargaining Tentative Agreement for the Redford Union Administrators Association (RUAA) Resolution:

It was moved by Member Pridemore, seconded by Member Osowski, that the Board of Education, at the Recommendation of Jasen Witt Interim, Superintendent, adopt the Tentative Agreement between Redford Union Schools and the RUAA (Administrators).

July 14, 2020 – June
30, 2021 Collective
Bargaining Tentative
Agreement for the
Redford Union
Administrators
Association (RUAA)
Resolution

ROLL CALL:

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

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

July 14, 2020 – June 30, 2021 Collective Bargaining Tentative Agreement for the Redford Union Educational Assistants Association (RUEAA) Resolution:
It was moved by Member Pridemore, seconded by Member Osowski, that the Board of Education, at the Recommendation of Jasen Witt Interim, Superintendent, adopt the Tentative Agreement between Redford Union Schools and the RUA (Administrators).

July 14, 2020 – June 30, 2021 Collective Bargaining Tentative Agreement for the Redford Union Educational Assistants Association (RUEAA) Resolution:

ROLL CALL:

S. Caloia: Yes R. Gray: ABS, L. Gubachy: Yes, H. Kick: Yes, J. Osowski: Yes,
E. Pridemore: Yes, J. Robinson: Yes Yes: 6 No: 0 Motion: Carried

July 14, 2020 – June 30, 2021 Collective Bargaining Tentative Agreement for the Redford Union Office Staff Employees (RUOSE Resolution:
It was moved by Member Osowski, seconded by Member Kick, that the Board of Education, at the Recommendation of Jasen Witt Interim, Superintendent, adopt the Tentative Agreement between Redford Union Schools and the RUOSE (Office Staff).

July 14, 2020 – June 30, 2021 Collective Bargaining Tentative Agreement for the Redford Union Office Staff Employees (RUOSE Resolution:

ROLL CALL:

S. Caloia: Yes R. Gray: ABS, L. Gubachy: Yes, H. Kick: Yes, J. Osowski: Yes,
E. Pridemore: Yes, J. Robinson: Yes Yes: 6 No: 0 Motion: Carried

Items Removed From the Consent Agenda See page 378

Items Removed From the Consent Agenda See page 378

Interim Superintendent’s Communication

Interim Superintendent Witt thanked all the employees that has been involved with the Taskforce work around the District’s Re-entry. The Administrative Team are taking the input received from the taskforce work groups and they are trying to align that with the Governors’ requirements and recommendations. The Administrative Team will draft a plan that would be shared with the Board and staff. They will also find a way to get the community input into the draft plan before steps are taken to finalize the District’s Plan. Interim Superintendent Witt said he would continue to keep the Board updated.

Interim Superintendent’s Communication

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

Jill Barrett, teacher at Hilbert addresses the Board via Zoom. She emailed the Board a letter on June 30, 2020 regarding the Academic Director's position that Beatrice Benjamin had held. Ms. Benjamin's position was eliminated effective 7/3/2020. She stated that the District went decades without an Academic Director and when Beatrice Benjamin filled that position, she did a wonderful job. She asked that the Board reconsider that position. Ms. Barrett thanked the Board.

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

Board of Education Communication/Discussion:

Trustee Kick apologized for not reading the email/letter from Ms. Barrett.

Board of Education Communication/Discussion

The Board welcomed Dr. Nancy Swanson.

President Gubachy updated the Board on the Superintendent Search Firms. She emailed that proposal from Michigan Leadership Institute (MLI) to the Board today and she will resend Trustee Pridemore the proposal of Michigan Association of School Board (MASB). She stated she was approached by a Board member that suggested that the Superintendent search be put off until December 2020. She is looking for feedback from the other members. She stated that there is not a large quantity of people looking to be Superintendent's right now.

Member Kick gave his prospective of delaying the search would be better. He also said that he would like to give Interim Superintendent Witt the opportunity to be successful in his position as well.

Future Meeting Dates

Member Caloia suggested that they move forward with the search.

Member Pridemore suggested that they have the firms present to the Board in the near future. She also suggested that the Board should wait to hear from MASB and MLI about the timing of the search. Let the experts guide the Board.

Member Caloia agreed with Member Pridemore.

Member Robinson agreed as well.

The Board members agreed that they were available on either July 27, 2020 or August 3, 2020 for the firms to present in-person.

Member Gubachy stated that she would reach out to both firms to confirm a date and time.

Future Meeting Dates:

A. Monday, August 10, 2020 – Regular Meeting – 6:30 PM

Board of Education Administrative Offices, 17715 Brady Street, Redford, MI 48240

The Board meeting will be held in-person and virtual on Zoom.

The approved 2020-2021 Meeting Schedule will be posted on the District Website.

It was moved by Member Caloia, seconded by Member Robinson, to adjourn the meeting at 7:58 PM.

Adjournment

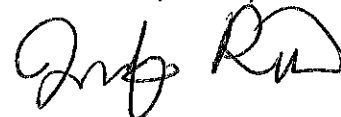
ROLL CALL:

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

E. Pridemore: Yes, J. Robinson: Yes

Yes: 6 No: 0 Motion: Carried

Respectfully Submitted,



Jennifer Robinson
Secretary
Redford Union Schools
Board of Education