

REGULAR MEETING MINUTES – BOARD OF EDUCATION  
 REDFORD UNION SCHOOLS, DISTRICT NO. 1  
 November 18, 2019

Regular Meeting  
11/18/2019

A Regular meeting of the Redford Union Board of Education was held on November 18, 2019, at the Board of Education Administrative Offices, 17715 Brady St., Redford, MI 48240, President Gubachy called the meeting to order at 6:30 PM.

Call to Order

Present: Caloia, Gray, Gubachy, Kick, Osowski, Pridemore, and Robinson  
 Absent: None.

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 acknowledged and thanked Michael Taylor, RUHS Assistant Principal, for all the work he had done for the Hall of Fame Ceremony. She also gave an acknowledgment and thanked Kim Crenshaw, Director of Instructional Technology, and all of the others that helped.

Superintendent's  
Remark

Superintendent Shivers thanked Bob's Discount Furniture in Novi for their \$8,000 furniture donation to the Districts' Innovative Learning Center (Veritas, Virtual Learning, and Second Chance). The shopping spree was last week. Innovative Learning also received a \$20,000 Grant recently. Once Innovative Learning staff outfits the areas, the Board will take a walkthrough.

Superintendent Shivers welcomed Jasen Witt, J.D., Assistant Superintendent of Human Resources/Labor Relations to the District.

Assistant Superintendent Witt thanked everyone for the opportunity to join the team, and he also thanked everyone that he had met and worked with so far, and he looks forward to great things to come.

The Board thanked him and welcomed him to the District.

It was moved by Member Pridemore, seconded by Member Osowski, to adopt the agenda of November 18, 2019, Regular Board Meeting.

Adoption of  
Agenda as Carried

Yes: 7 No: 0 Motion: Carried

None.

Secretary of the Board  
Communications

#### 2018-2019 Financial Audit

William Tucker, Auditor of Maner Costerisan PC, started with an overview of the handouts then he proceeded with the presentation of the 2018-2019 Financial Audit.

Presentation(s)  
2018-2019 Financial  
Audit, William Tucker  
CPA of Maner  
Costerisan PC

The District received a good audit; however, there were two findings; 1) Unfavorable budget variances - three areas within the general fund and one area within the special education fund where the expenditures exceeded the budgeted amounts. 2) Compliance finding due to an excess fund balance in the nonprofit Food Service Fund (repeat finding). Mr. Tucker noted that the District already has a correction action plan in place. However, they will continue to monitor that area.

Assistant Superintendent of Business Services Greg McIntyre thanked the entire district for their assistance. He acknowledged and thanked Jennie Li, Director of Finance, for her work over the past eight years.

Jennie Li thanked the Board, Superintendent Shivers, Assistant Superintendent McIntyre, and staff.

The Board thanked Mr. Tucker for his presentation.

#### Food Service Update:

Assistant Superintendent of Business Service McIntyre gave a brief overview of the Food Service Reports included in the Board packet of the meals served from 2017 -2018 and 2018-2019. The summary also included the Summer feeding comparisons for 2018 verses 2019.

Assistant  
Superintendent of  
Business Services  
Communication  
Greg McIntyre  
Food Service Update

President Gubachy requested that the Redford Township Library get a copy of the Meet Up and Eat Up flyer.

#### Staffing Update:

Assistant Superintendent of HR/Labor Relations Jasen Witt provided an update to the Board. He said he filled two positions within his first two weeks of employment. An ELA position at Hilbert and a school social worker position at Stuckey. They are in the

Assistant  
Superintendent of  
Human Resources/  
Labor Relations

process of interviewing for other positions. However, there are currently five other unfilled positions. Assistant Superintendent Witt will be reaching out to two of the presently laid-off teachers about filling a recent vacant third-grade teacher position at Beech. He will reach out to the first candidate to offer a recall for the position. Assistant Superintendent Witt attended both Human Resources/Labor Relations meetings at Wayne RESA and in the Tri-county area in the past couple of weeks, and he noted that Redford Union District was not the only district with unfilled positions. He said that the District has openings in the critical shortage areas, and one component of that was due to the operations of the center programs here in Redford Union.

Communication  
Ron Ward  
Staffing Update

Superintendent Shivers mentioned that Superintendent Randy Liepa sent out a communication to all 30 plus Superintendents in Wayne County to ask who had shortages and how much time do we give candidates when they want to leave or come to make those vacancies. She said that the last time she checked, there were only three districts that did not have vacancies. She said that there is a shortage across the state and the country.

There were questions and answers.

Assistant Superintendent Witt said he would reach out to the Student Teacher Programs and the Education Programs at the local Universities for the number of mid-year graduates that they will have at Wayne State, Eastern Michigan, and Oakland University. He will see if they have a large number of upcoming graduates in December.

Building / Facilities: A meeting was held on November 18, 2019.  
Personnel / Policy Committee: None.  
Finance Committee: A meeting was held on November 14, 2019.  
Curriculum / Achievement Committee: None.

Administrative  
Committee Reports

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

Consent Agenda  
as presented

Waive the reading and approve October 18, 2019, Special Meeting (Book Study – Building Equity) Minutes of the Redford Union Board of Education, as presented.

Special Board Meeting  
minutes of October 18,  
2019 as presented

Waive the reading and approve October 18, 2019, Regular Meeting Minutes of the Redford Union Board of Education, as presented.

Regular Board Meeting  
minutes of October 18,  
2019 as presented

Approve check register list from October 1, 2019 – November 1, 2019, in the amount of \$1,216,487.22.

Check Register List  
October 1, 2019 –  
November 1, 2019

Approve electronic transfers for the month of October 2019 in the amount of \$2,334,654.17.

Electronic Transfers  
October 2019

Human Resources Recommendations:

Human Resources  
Recommendations

A. Approve NEW HIRE: CERTIFIED requests as listed below:

1. Anisha Jordan/ASD Teacher/Hilbert/Effective 11/11/19
2. Andrea Rose/ELA Teacher/Hilbert/Effective 11/25/19

Anisha Jordan  
Andrea Rose

B. Approve NEW HIRE: NON-CERTIFIED requests as listed below:

1. LeKeisha Bates/Educational Assistant/Beech/Effective 11/7/19
2. Monique Thomas/Educational Assistant/Hilbert/Effective 11/6/19

LeKeisha Bates  
Monique Thomas

C. Approve SEPARATIONS requests as listed below:

1. Diane Bonanno/Speech & Language/Retirement Effective 12/31/19
2. Angela Frank/Social Worker/Stuckey Center/Resignation Effective 10/25/2019
3. Lauren Lee/Educational Assistant/Hilbert/Resignation Effective 11/1/19
4. Kevyn Lewis Howard/Behavior Specialist/Separation/Stuckey Center/Effective 11/1/2019
5. Amanda Marable/Secretary/Hilbert/Effective 11/13/19
6. AnneMarie Lyons/Teacher/MacGowan/Resignation Effective 9/3/19
7. Kedishia Moulden/Educational Assistant/Resignation Effective 11/1/19
8. Lauri Palmer/Social Worker ASD Program/Resignation/Effective 12/31/19
9. Teresa Thompson/Teacher/Beech/Resignation Effective 11/15/19

Diane Bonanno  
Angela Frank  
Lauren Lee  
Kevyn Lewis

Amanda Marable  
AnneMarie Lyons  
Kedishia Moulden  
Lauri Palmer  
Teresa Thompson

D. Approve SES NEW HIRE request as listed below:

1. Scott Manteuffel/Teacher/Effective 11/4/19

Scott Manteuffel

Yes: 7 No: 0 Motion: Carried

PBIS District Leadership Team Presentation:

Academic Highlights

Carol La Point, Director of Student Services, addressed the Board. She mentioned that their team was the best group of people to work with. She also mentioned that Superintendent Shivers is also a part of the team. The district was one of ten schools chosen in Wayne County out of 33 Districts to attend PBIS National Conference in Chicago. The rest of the PBIS District Leadership team consist of Rebecca Phillips, Social Worker at Stuckey Center, John Kauffman, a 7<sup>th</sup>-grade science teacher at Hilbert, Phil Pacheco, STREAM classroom at Beech, Kim Crenshaw, Director of Instructional Technology, Cathy Heller, Social Worker at MacGowan, Lyndsay LaBurn (Absent). A PowerPoint presentation was shown, and handouts provided. Each person shared their experiences from the conference.

There were questions and answers.

The Board was given RU Board Buck. The Board Bucks are given to students for incentives and drawings.

The Board thanked the team for presenting.

2018-2019 Financial Audit:

Action Items  
2018-2019 Financial  
Audit

It was moved by Member Kick, seconded by Member Gray that the Board of Education, at the recommendation of Greg McIntyre, Assistant Superintendent of Business Services, approve the 2018-2019 Financial Audit completed by Maner Costerisan P.C.

Yes: 7 No: 0 Motion: Carried

Plante Moran Cresa:

Plante Moran Cresa

It was moved by Member Osowski, seconded by Member Kick that the Board of Education, at the recommendation of Greg McIntyre, Assistant Superintendent of Business Services, approve and award the Facilities Assessment Bid (Phase 1) to Plante Moran Cresa for \$36,000.

Yes: 7 No: 0 Motion: Carried

Memorandum of Understanding (MOU) between Beech and Development Centers:

Memorandum of  
Understanding (MOU)  
between Beech and  
Development Centers

It was moved by Member Gray, seconded by Member Osowski that the Board of Education, at the recommendation of Jennifer Hart, SIG Grant Coordinator, and Koren Clinkscale, Principal of Beech Elementary, approve the MOU between Beech and Development Centers. This is the fourth year with an agreement with Development Centers to provide an additional full-time mental health worker at Beech. This agreement was funded through the School Improvement Grant as part of Beech focus on the Social/Emotional aspect of the school's community. Michigan Department of Education (MDE) approved the total cost of \$39,805. The agreement period is September 3, 2019, through June 12, 2020.

There were questions and answers.

Beech is required as part of the School Improvement Grant to have additional support for the students.

Vice-President Pridemore mentioned that neither Principal Clinkscale or the SIG Grant Coordinator Jennifer Hart were present.

Yes: 7 No: 0 Motion: Carried

Revised Livonia Transition Program Cooperative Agreement 2019-2020:

Revised Livonia  
Transition Program  
Cooperative Agreement  
2019-2020

It was moved by Member Pridemore, seconded by Member Kick that the Board of Education, at the recommendation of Greg McIntyre, Assistant Superintendent of Business Services, approve the Revised Livonia Transition Program Cooperative

Agreement 2019-2020. The two main changes being the clarification that Livonia will count the students attending the LTP in our membership report and the amount invoiced by Livonia will change from \$15,000 per student down to \$7,000 per student.

Yes: 7 No: 0 Motion: Carried

Board President Gubachy moved the Call to the Audience on Non-Agenda Items before the Closed Session to allow any audience members the opportunity to speak due to the time of the evening.

None.

Call to the Audience  
On Non-Agenda Items

It was moved by Member Caloia, seconded by Member Osowski, to go into closed session as authorized by Section 8(k) of the Michigan Open Meeting Act to consider security planning to address existing threats or prevent potential threats to the safety of the students and staff.

Closed Session

ROLL CALL:

S. Caloia: Yes, R. Gray: Yes, L. Gubachy: Yes, H. Kick: Yes, J. Osowski: Yes,  
E. Pridemore: Yes, J. Robinson: Yes

Yes: 7 No: 0 Motion: Carried Time: 7:35 PM

It was moved by Member Osowski, seconded by Member Caloia, return to Open Session.

Open Session

ROLL CALL

S. Caloia: Yes, R. Gray: Yes, L. Gubachy: Yes, H. Kick: Yes, J. Osowski: Yes,  
E. Pridemore: Yes, J. Robinson: Yes

Yes: 7 No: 0 Motion: Carried Time: 8:26 PM

Items Removed from Consent Agenda:  
None.

Items Removed from  
the Consent Agenda  
None

Superintendent's Communication:  
Superintendent Shivers moved the High Impact School Governance Planning to the December 18, 2019 Board Meeting.

Superintendent's  
Communication

Regular Board Meeting: 11/18/2019

Superintendent Shivers had a box of inspirational rocks, and she asked each Board member to take two rocks. They could share with the group what the inspirational word was on one of their rocks, and she asked that they pass the second rock to someone that may need some inspiration.

Board Communication/Discussion:

The Sports Banquet was scheduled on November 19, 2019, at 6:00 PM at the High School.

The Leader In Me meeting was scheduled on November 19, 2019, for 5<sup>th</sup> graders.

Dodgeball was last week.

The Marching Band is selling hams/turkey breasts and kielbasas from Dearborn Sausage Company.

Need girl sports pictures on the Hall of Fame walls at the High School.

President Gubachy thanked Secretary Kick and Treasurer Osowski for officiating Dodgeball.

The First Annual Luncheon for students, was scheduled on November 27, 2019, at 11:30 AM. Everyone was invited to come and maybe help out.

Board of Education  
Communication/  
Discussion

- A. Monday, December 9, 2019 – Special Meeting – 5:30 PM  
Board of Education Administrative Offices, 17715 Brady Street, Redford, MI 48240
- B. Monday, December 9, 2019 – Regular Meeting – 6:30 PM  
Board of Education Administrative Offices, 17715 Brady Street, Redford, MI 48240
- C. Monday, January 13, 2020 – Special Meeting – 5:30 PM  
Board of Education Administrative Offices, 17715 Brady Street, Redford, MI 48240
- D. Monday, January 13, 2020 – Regular Meeting – 6:30 PM  
Board of Education Administrative Offices, 17715 Brady Street, Redford, MI 48240

Future Meetings  
Dates

It was moved by Member Osowski, seconded by Member Robinson, to adjourn the meeting at 8:40 PM.

Adjournment

Yes: 7 No: 0 Motion: Carried

Respectfully Submitted,

Harry J. Kick, III  
Secretary

Redford Union Schools  
Board of Education