

REGULAR MEETING MINUTES – BOARD OF EDUCATION  
Redford Union Schools  
September 11, 2023

A Regular meeting of the Redford Union Board of Education was held on September 11, 2023, at MacGowan School, 18255 Kinloch, Redford, MI 48240.

Regular Meeting  
9/11/2023

Call to Order:

Call to Order

President Pridemore called the meeting to order at 5:01 PM.

Roll Call

Roll Call

Present: Bailey (Late 5:30 PM), Dean (Late 5:03 PM), Miller, Moores Osowski, and Pridemore

Absent: None.

It was noted that there was one (1) Board Vacancy, effective 9/1/2023.

Pledge of Allegiance:

Pledge of Allegiance

The Pledge of Allegiance was recited.

President Remarks:

President's Remarks

President Pridemore welcomed everyone and asked that everyone please place their cell phones on silent. She shared that there are candidates for the Board vacancy and if they were in the audience the Board would be reaching out to confirm and let them know when the interview would take place.

President Pridemore shared that Wayne County Association of School boards had reached out to their members, which Redford Union Schools is a member of Wayne County Association of school boards, about vacancies on their executive board and asking for letters of interest. She submitted her letter of interest and was graciously accepted. She was very pleased to be a voice for the Redford Union and for our neighboring districts within the Wayne County Association of School Boards.

President Pridemore reminded the Board to watch their emails for training opportunities from Wayne County Association of School Boards.

Regular Board Meeting: 9/11/2023

## Adoption of Agenda

Adoption of  
Agenda as presented

It was moved by Member Osowski, seconded by Member Moores, to adopt the Agenda of the September 11, 2023, Regular Board Meeting as presented:

Yes: 5 No: 0 Motion: Carried

## Call to the Audience for Public Participation Regarding Agenda Items:

Call to the Audience:  
Public Participation  
Regarding Agenda Items  
Presentations

None.

## Presentations:

Presentations

*Bid Overview #7 – Plant Moran Cresa, The Christman Company, French Associates*

The team reported that the only presentation they would have tonight was the letter the Board received which was the award recommendation letter on Bid Package #7. The big quotes actually came in significantly under budget. He credited the architectural team for designing a project that was tight to budget. The Christmas team for really covering all bids as well as the timing. Then the overall scope is to have all this work completed or substantially completed by the start of the school year for next year. The recommendation from the construction team was to not go with the lowest price bidder, but to go with the second lowest price bidder. The Christmas team had outlined why that contract was selected; the difference was a very small dollar amount.

The bond Council was asked to weigh in to give their official opinion about how legally they could proceed and the Bond counsel Rob Gavin with Collins and Blaha pointed out, it is really at the discretion of the Board to make those definite decisions about the lowest qualified bidder. The Christmas team spoke about their process and explained why the lowest bidder was their selection. Ecker Mechanical bid was \$1,531,900 and Quality Aire bid was \$1,543,000.

President Pridemore had question that was not in regard to Bid Package 7, and she would send them to Mr. Lamberto.

Student Services (Parent’s Resources Guide) – *Tamaran Dillard, Executive Director of Student Services*

Ms. Dillard reported on the Redford Union’s Parent Resource Handbook, a reference guide to understanding special education. A PowerPoint presentation was shown. The handbook was designed for our parents, staff, our community members, service providers, whoever needs some understanding information on our student services department.

The Parent Resource Guide would be provided to the building administration to be sent to parents and posted online. She said that they are working on down the road to have a Parent University, and they hope to have parents come in once a month and there might be a theme once a month on special Ed.

Treasurer Moores asked if there would be a key contact section in the handbook.

Ms. Dillard said she would add it.

Treasurer Moores also asked if it could be communicated that it is not just for learning disabilities, but also for like emotional impairment as well.

Ms. Dillard responded, yes.

Superintendent Communication:

Superintendent  
Communication

September 11<sup>th</sup> Remembrance

Superintendent Witt said for all those who were impacted by this tragedy so many years ago, they remain in our thoughts, prayers, and kudos always to our first responders who do so much and show courage and bravery on such a regular basis as they did on that day back in 2001. He just wanted to take a few moments to recognize those individuals.

Opening of School Pictures

Superintendent Witt said as always for districts around the state, opening day is a momentous occasion and when all students, teachers and administrators all come together to kick off a new academic year, it is an exciting time. And they just wanted to share some photos from some of the buildings.

Beech Elementary - There were pictures of Pre-School DHH, Kindergarten Fun, 5<sup>th</sup> Graders building a community and Center-Based ASD – Lower EI students working independently. Beech reported that the first week of school at Beech was amazing!

We were so excited to add 3 new Grade levels and additional sections of center-based programming for this school year. Returning Beech students have done a wonderful job of being role models for our new students either by helping them into the building or modeling amazing behavior! We are thankful for the support that they have given and know that we are stronger as a school because of these amazing role models! On Tuesday, September 5<sup>th</sup> our kindergarten families were welcomed in to see classrooms in action, get a tour of the building by the Principal, and enjoy coffee and donuts while they asked any questions they had! It was a wonderful turnout, and we are excited to have had this opportunity for the families prior to our open house on the 14<sup>th</sup>.

Hilbert Elementary showed pictures

There were pictures of the new playgrounds at Beech and Hilbert and students playing on the playground.

Redford Union Junior High School showed pictures of the Book Tasting and 9<sup>th</sup> Grade Orientation.

Superintendent Witt said he would be remised if he did not say this opening of the school year would have happened without all the efforts of our staff across the board, so kudos to our staff from our custodians and our maintenance workers all the way to Miss Crenshaw running around and getting technology as ready as possible for the opening week of school in the classrooms and everybody in between, including many of the administrators in this room who were moving to new buildings and that involved a lot of moving parts and efforts on their part.

Calendar of Events – September 12, 2023, through November 13, 2023

Superintendent Witt said that the calendar was not available this evening, but it would be emailed to the Board later and posted for the community.

Communication Received by the Board Secretary:

None.

Communication  
Received by the  
Board Secretary  
Lorna Dean

Chief Financial Officer's Communications:

Preliminary Enrollment & School of Choice

Chief Financial Officer's  
Communications,  
Mike Beltinck

Mr. Beltinck said as a rough count the numbers they received in excess of about 250 applications this year, it was down for the previous years. A lot of that is we are now in our third school year after the COVID shutdown. He will report on the numbers once the count comes in, in early October, and he will get the Board some preliminary numbers once the audited numbers come back. They are hoping to hold at the current high of 2,900 students.

#### Food Service Hourly Wage Rate(s)

Mr. Beltinck reported that back at the end of last school year he worked with Angie Davis, the District's Food Service Director, who is shared with Farmington schools. They pulled together a little matrix that he shared with the Board. They made a comparison with the Farmington schools.

After the Bond, the District will look at making long-term EduStaff to RU staff. Rewarding staff but staying within the market price. Superintendent Witt authorized a \$1 increase across the Board.

There were questions and answers.

The Board expressed their concerns with the current hourly wage of the Food Service workers.

Trustee Bailey will contact Farmington Schools for his own research.

Treasurer Moores shared that she had reached out to some other school districts, reviewed job postings and district websites. She would still like to research more. The Board expressed that they still wanted the workers to receive the \$1 increase October 1, 2023, and it was asked if \$0.50 could be added, while more research is done.

Mr. Beltinck shared that the auditors would be on site this week, Tuesday, Wednesday, Thursday at Keeler. They had been working with them for the last four to five days directly.

Executive Director of Human Resources and Labor Relations Communication:

New Staff Spotlight

Ms. Nachman introduce the following staff members:

Beech Elementary: Hidi Bishop, Kindergarten, Olivia Kitz, 4<sup>th</sup> Grade, Twila Norman, 6<sup>th</sup> Grade, Michelle Rugenstein, 2<sup>nd</sup> Grade, Diana Zwolak, 3<sup>rd</sup> Grade

Hilbert Elementary: Lavender Bertsch, STEAM, Ryan Cassidy, 4<sup>th</sup> Grade, Elizabyth Chartier, 6<sup>th</sup> Grade, Gaeb Griese, 5<sup>th</sup> Grade, Jackie Hobson, Speech Path, Suzanne

Executive Director of  
Human Resources and  
Labor Relations  
Communication,  
Judy Nachman

Ledda, 4<sup>th</sup> Grade, Kaitlyn Lupro, Resource Room, Shangaleza Robinson, 6<sup>th</sup> Grade, Lakwauna Hawkins-Tinsely, 3<sup>rd</sup> Grade, Kathryn Young, Cosa Coach (& at Beech)

Redford Union Junior High School: Arlissa Brock, ELA, Brian Bustamante, PE/Health, John Crissman, Spec. Ed. Teacher, Christal Malone, Counselor, Twylawna Nixon, Behavior Coordinator, Blake Rosser, Choir, Jacob Schantz, Math, Jeff Schlicker, Science, Phillip Ververis, ASD, Paula Wiley, Science

Redford Union High School: Maggie Buerkle, Visual Arts, Elizabeth Casolari, Science, Sara Millward, Spanish, Yasmeen Magi, Social Worker, Latonia Plair, Refresh Room, Patrick Waddington, Science

Keeler Day Treatment: Brooke Lund, Kim Nolasco

All of our new staff, whether they are new to teaching or just new to the district will receive a mentor for a year and there is a provision in the teachers’ contract that we do pay mentors to provide that help for these new teachers. Every new teacher to the field will have a mentor for three years. Ms. Nachman, Kim Crenshaw, Executive Director of Curriculum/Technology and Chris Norton, Coordinator of Teaching and Learning will be getting together our new Teacher Academy. The new staff will go through additional training and professional development after school, and it will be a requirement that their mentor teacher attends with them. Both will be paid. New teachers, brand new teachers to the field are required to do an additional 15 days of professional development in their first three years and the district is responsible for providing it. If a teacher chooses not to participate, they will have to access it on their own. But we are required to provide it.

There were questions and answers.

Executive Director of Curriculum & Technology Communications:

Executive Director of Curriculum & Technology, Kim Crenshaw

Ms. Crenshaw mentioned that there is an action item tonight on the Promethean boards that they talked about last month with the Day Treatment program specifically. They have been working on the last few weeks, but other than that, we are working on just trying to get our curriculums aligned to both of our elementary buildings.

Consent Agenda:

Consent Agenda Approved as presented

It was Moved by Member Osowski, Seconded by Member Moores, to approve the consent agenda items as presented below:

Waived the reading and approved August 14, 2023, Regular Meeting Minutes of the Redford Union Board of Education, as presented.

Regular Meeting Minutes of August 14, 2023, as presented

Waived the reading and approved August 22, 2023, Board Workshop Minutes of the Redford Union Board of Education, as presented.	Board Workshop Minutes of August 22, 2023, as presented
Approved check register list from August 1-31, 2023, in the amount of \$1,103,700.69.	Check Register List August 1-31, 2023
Approve the electronic transfers for August 2023, in the amount of \$3,877,799.10.	Electronic Transfers for August 2023 as presented
Human Resources Recommendations:	Human Resources Recommendations
Approved <b>NEW HIRES: Certified</b> as listed below:	
<ul style="list-style-type: none"> <li>• Twila Norman/6th Grade Teacher/Beech Elementary/Effective 8/24/2023</li> <li>• Jason Berry/Social Studies Teacher/RUJHS/Effective 8/24/2023</li> <li>• Christal Malone/Counselor/RUJHS/Effective 8/24/2023</li> <li>• Brian Bustamante/PE &amp; Health/RUJHS/Effective 8/24/2023</li> <li>• John Crissman/Special Education Teacher/RUJHS/Effective 8/24/2023</li> <li>• Phillip Ververis/Special Education Teacher/RUJHS/Effective 8/24/2023</li> <li>• Yasmeen Nagi/Social Worker/Redford Union High School/Effective 8/24/2023</li> <li>• Kimberly Rose/Special Education Teacher/Redford Union High School/Effective 9/11/2023</li> <li>• Shawn Reynolds/ESL Facilitator/Keeler Administration Building/Effective 9/11/2023</li> </ul>	<p>Twila Norman</p> <p>Jason Berry Christal Malone Brian Bustamante John Crissman Phillip Ververis Yasmeen Nagi</p> <p>Kimberly Rose</p> <p>Shawn Reynolds</p>
Approved <b>NEW HIRES: Non-Certified</b> as listed below:	
<ul style="list-style-type: none"> <li>• Latonia Plair/Refresh Room Coordinator/MacGowan/Effective 8/24/2023</li> </ul>	Latonia Plair
Approved <b>LEAVE REQUEST</b> as listed below:	
<ul style="list-style-type: none"> <li>• Alexis Huhta/Educational Assistant/Keeler Day Treatment/Effective 8/24/2023</li> <li>• Susan Porter/Social Worker/Keeler Day Treatment/Effective 9/15/2023</li> </ul>	<p>Alexis Huhta</p> <p>Susan Porter</p>
Approved <b>SEPARATIONS</b> as listed below:	
<ul style="list-style-type: none"> <li>• Rachele Janz/Special Education Teacher/Resignation/Keeler Day Treatment/Effective 8/23/2023</li> <li>• Tonya Lemanski/Special Education Teacher/RUJHS/Resignation/Effective 8/23/2023</li> <li>• Melissa Weatherford/Special Education Teacher/RUJHS/Resignation 8/23/2023</li> <li>• Kathleen Blanco/Special Education Teacher/Keeler Day Treatment/Retirement/Effective 9/01/2023</li> </ul>	<p>Rachele Janz</p> <p>Tonya Lemanski</p> <p>Melissa Weatherford</p> <p>Kathleen Blanco</p>
Approved <b>SES GROUP NEW HIRES</b> as listed below:	
<ul style="list-style-type: none"> <li>• Marisol Bleau/Spanish Teacher/Multiple Buildings/Effective 9/01/2023</li> </ul>	Marisol Bleau

- Rosa DeMaria/AP Calculus Teacher/Austin Catholic High School/Effective 9/01/2023 Rosa DeMaria
- Jamie DiTrapani/Kindergarten Teacher/St. Anne's/Effective 9/01/2023 Jamie DiTrapani
- Stephen Hansknecht/STEM Teacher/Austin Catholic High School/Effective 9/01/2023 Stephen Hansknecht
- Sara Krawczak/Psychologist/Regina High School/Effective 9/01/2023 Sara Krawczak
- Ann Kuehnlein/PE Teacher/St. Joan of Arc/Effective 9/01/2023 Ann Kuehnlein
- Claudia Lopez/Spanish Teacher/Austin Catholic High School/Effective 9/01/2023 Claudia Lopez
- Donna Stites/Kindergarten Teacher/St. Isaac Jogues/Effective 9/01/2023 Donna Stites
- Emily Theis/Spanish Teacher/Our Lady Star of the Sea/Effective 9/01/2023 Emily Theis

There were questions and answers.

Yes: 6 No: 0 Motion: Carried

Action Items:

Special Consideration Non-Consent Agenda Action Item(s):

2021 Bond Program - Bid Package #7 - GMP #7 Redford Union High School Heavy Interior Renovations:

It was Moved by Member Osowski, Seconded by Member Moores, that the Board of Education, at the recommendation of Jasen Witt, Superintendent, Michael Beltinck, Chief Financial Officer, and the Redford Union Schools' Bond Team approve the firms listed in The Christman Company recommendation letter dated August 30, 2023, for contract award as the lowest responsible bidders for Bid Package #7 - GMP #7 Redford Union High School Heavy Interior Renovations. This award recommendation includes the following:

Hard Construction:	\$3,911,168.00
General Conditions/GLI/CM Contingency:	\$300,000.00
GLI (.75%)	\$29,784.00
CM Contingency (3%)	\$117,335.00
CM Fee (2.25%)	\$98,061.00
Bond Amounts (.78%)	\$33,995.00
Total Fee for GMP Amendment #5 7:	\$4,490,343.00

The cost for this work will be detailed in a Guaranteed Maximum Price #7 contract amendment between the District and the Construction Manager, pending final negotiation of terms by District legal counsel. The work is scheduled to start in the late Summer/Fall of 2023. The work will be substantially complete along with the balance of interior modifications awarded in other packages in the Summer of 2024.

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Action Items

2021 Bond Program - Bid Package #7 – GMP #7 Redford Union High School Heavy Interior Renovations



## Roll Call:

J. Bailey: Yes, L. Dean: Yes, L. Miller: Yes, T. Moores: Yes,  
J. Osowski: Yes, E. Pridemore: Yes Yes: 6 No: 0 Motion: Carried

## Purchase of Promethean Boards – Day Treatment Program:

It was Moved by Member Osowski, Seconded by Member Miller, that the Board of Education, at the recommendation of Kim Crenshaw, Executive Director of Curriculum and Technology and Jasen Witt, Superintendent approve the purchase and installation/set up of 16 Promethean Boards for Day Treatment Program classrooms in the amount of \$48,279.04. This amount will be paid with Act 18 funds.

Purchase of Promethean  
Boards – Day  
Treatment Program

## Roll Call:

J. Bailey: Yes, L. Dean: Yes, L. Miller: Yes, T. Moores: Yes,  
J. Osowski: Yes, E. Pridemore: Yes Yes: 6 No: 0 Motion: Carried

## Lambert

## Lambert

It was Moved by Member Bailey, Seconded by Member Dean, that the Board of Education, at the recommendation Jasen Witt, Superintendent approve Lambert as the District's public relations and communications firm per the terms of the provided retainer agreement effective September 15, 2023

## Roll Call:

J. Bailey: Yes, L. Dean: Yes, L. Miller: Yes, T. Moores: Yes,  
J. Osowski: Yes, E. Pridemore: Yes Yes: 6 No: 0 Motion: Carried

## Performance-Based One-Time Payment – 2022/2023 School Year

It was Moved by Member Osowski, Seconded by Member Moores, that the Board of Education, approve the one-time payment to Jasen Witt, Superintendent equal to 5% of his base salary for the 2022/2023 School Year in the amount of \$7,850 based upon his overall performance rating of "Highly Effective" for the 2022/2023 school year consistent with the allowances of Section 1250 of the Michigan Revised School Code, MCL 380.1250.

Performance-Based  
One-Time Payment –  
2022/2023 School  
Year

There were questions and answers.

## Roll Call:

J. Bailey: Yes, L. Dean: Yes, L. Miller: Yes, T. Moores: Yes,  
J. Osowski: Yes, E. Pridemore: Yes Yes: 6 No: 0 Motion: Carried

Trustee Bailey voted yes but stated that he disagrees with the process.

## Ad-Hoc Committee Appointment – Superintendent Contract

Ad-Hoc Committee  
Appointment –  
Superintendent  
Contract

It was Moved by Member Osowski, Seconded by Member Moores, that the Board of Education, at the request of Jasen Witt, Superintendent appoint the following three (3) Board of Education members to comprise an ad-hoc committee for the purpose of reviewing the contract and/or compensation of the Superintendent for recommendation to the full Board of Education at the Monday, October 9, 2023, Regular Board Meeting.

Board of Education Members: Bailey, Miller, Moores

The Board had a discussion.

Trustee Bailey suggested that the Ad-Hoc Committee be a Committee of the Whole instead.

President Pridemore explained that a Committee of the Whole would be treated as a public meeting. It would be treated as a public open meeting and there would be no decision made. It would be just for deliberation. She stated that the motion would have to be amended. She asked Trustee Osowski if he would be okay with amending the motion to be a Committee of the Whole.

Trustee Osowski thought a three persons committee works better.

There was no second to the motion. Therefore, the amended motion died. The Ad-Hoc Committee stands.

Roll Call:

J. Bailey: Yes, L. Dean: Yes, L. Miller: Yes, T. Moores: Yes,  
J. Osowski: Yes, E. Pridemore: Yes Yes: 6 No: 0 Motion: Carried

President Pridemore stated that she was sure Superintendent Witt would reach out the Ad-Hoc Committee members to get a meeting scheduled.

## 2023 MASB Call for Delegates and Alternates

2023 MASB Call  
for Delegates  
and Alternates

It was Moved by Member Bailey, Seconded by Member Miller, that the Board of Education, approve Bailey as Delegate and Pridemore as Alternate to represent Redford Union Schools Board of Education. MASB's 2023 Delegate Assembly will begin Thursday, November 9, 2023, at 7 p.m. at the Lansing Center in Lansing, Michigan. Delegates selected by boards of education across the state will decide MASB's positions on a wide variety of issues affecting education.

Roll Call:

J. Bailey: Yes, L. Dean: Yes, L. Miller: Yes, T. Moores: No,  
J. Osowski: No, E. Pridemore: No Yes: 3 No: 3 Motion: Failed

There was a motion Moved by Member Osowski, Seconded by Member Moores,  
to Table the 2023 MASB Call for Delegates and Alternates until the September  
26, 2023, Special Board Meeting.

2023 MASB Call  
for Delegates  
and Alternates  
(Motion Tabled)

Roll Call:

J. Bailey: Yes, L. Dean: Yes, L. Miller: Yes, T. Moores: Yes,  
J. Osowski: Yes, E. Pridemore: Yes Yes: 6 No: 0 Motion: Carried

Items Removed from the Consent Agenda:

None.

Items Removed from  
the Consent Agenda

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

Ms. LaKeya Martin addressed the Board, and her topic of discussion was MTSS  
vs. Child Find. Seven (7) Factors and SES Schools.

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

Ms. Kiana Schuster addressed the Board, and her topic of discussion was the  
Board of Education opening.

Ms. Nina Knott addressed the Board, and her topic of discussion was Shane  
Knott medical injury at Beech on April 13<sup>th</sup>.

Superintendent's Remark:

Welcome back students, staff, and families to the new school year.

Superintendent's  
Remark

Board of Education Communication/Discussion:

Trustee Bailey asked about the third Board candidate.

Board of Education  
Communication/  
Discussion

Superintendent Witt said the three candidates' information would be provided  
to the full Board at the end of the meeting.

President Pridemore shared that the third Board candidate was Elizabeth Smith.

Trustee Bailey offered to pay the recycling fee of the old projectors could be repurposed into the community. As long as the fee was reasonable. He also offered to take the projectors down from the walls.

Future Meeting Dates:

Future Meeting  
Dates

Tuesday, September 26, 2023, Board Workshop – 5:30 PM  
MacGowan School (District Meeting Room), 18255 Kinloch, Redford Twp., MI 48240

Tuesday, September 26, 2023, Special Board Meeting – Immediately following the Board Workshop at MacGowan School (District Meeting Room), 18255 Kinloch, Redford Twp., MI 48240

Monday, October 9, 2023, Regular Meeting– 5:00 PM  
MacGowan School (District Meeting Room), 18255 Kinloch, Redford Twp., MI 48240

Tuesday, October 24, 2023, Board Workshop – 5:30 PM  
MacGowan School (District Meeting Room), 18255 Kinloch, Redford Twp., MI 48240

Adjournment:

Adjournment

It was moved by Member Osowski , seconded by Member Moores, to adjourn the meeting at 6:44 PM.

Yes: 6 No: 0 Motion: Carried

Respectfully Submitted

Lorna Dean  
Secretary  
Redford Union Schools  
Board of Education