

REGULAR MEETING MINUTES – BOARD OF EDUCATION
 REDFORD UNION SCHOOLS, DISTRICT NO. 1
 September 12, 2016

Regular Meeting 9/12/2016

A Regular meeting of the Redford Union Board of Education was held September 12, 2016 at the Board of Education Administrative Offices, 17715 Brady Street, Redford Township, Michigan, 48240. President Kurland called the meeting to order at 7:44 PM.

Call to Order

Present: Gubachy, Isabell (late), Kurland, Pridemore
 Absent: Caloia, Doby, Graham

Roll Call

The Pledge of Allegiance was recited.

Pledge of Allegiance

None.

Call to the Audience
on Agenda Items

President Kurland asked everyone to please up their cell phones on silent or vibrate.

President's Remarks

Dr. Shivers thanked staff for a great beginning of the school year kickoff. She also gave thanks to the RU's Blue & Gold for providing breakfast for the district's Opening Day event.

Superintendent
Remarks

Dr. Shivers said Redford Union submitted a 20k grant to support the planning of the early college. The grant is provided by MDE and required matching community funds. I requested 5K from both WC3 and Schoolcraft and they both were approved. Grant awardees will be announced in the next few weeks.

MOVED by Isabell, seconded by Pridemore, to adopt the agenda of the September 12, 2016 Regular Board Meeting as amended. Yes: 4 No: 0 Motion: Carries

Adoption of
Amended Agenda

None

Board Secretary
Communications

Assistant Superintendent McIntyre gave a brief summary of transportation and facilities prior to the Facilities Walkthrough Update Presentation. He said the custodian and maintenance piece is a large operation. Last year transportation drove over 209,000 miles, food service served over 442,000 meals. And that they had to clean 600,000 sq. ft. of buildings each month. With that being said, he said they do have an expectation for

Asst. Supt. of Business
Services
Facilities Walkthrough
Updates

clean facilities, stock consumables and well-manicured lawns. Mr. McIntyre turned the presentation over to the Director of Facilities and Transportation Chuck Martin.

Chuck Martin, Director of Facilities and Transportation of Redford Union Schools introduced his self to the board and audience. He began with a brief report on a recent walkthrough of Redford Union Buildings. The past summer cleanings were performed by Giant Janitorial which the District outsourced the maintenance and custodial services with them in October 2015. This was their first summer cleaning and the walkthrough was to see how they fared. On August 29 & 30 a thorough and extensive tour (walkthrough) of most of the District's buildings were performed by a committee of 2 Board Members; Pat Isabell and Terry Graham, 2 Giant Representatives; Laura Huthwaite and Operations Site Manager Peter Huthwaite, RU Assistant Supt of Human Resources Ron Ward and Chuck Martin. The report concluded quality of services performed, criteria of the evaluation and future improvements. Mr. Martin said if he had to grade Giant Janitorial for their services this past summer would be between a B- & C+. The grade reflects of the eight buildings; three building shined and 5 did not. The buildings that did not shine was nothing major. The criteria he used to evaluation the company was a simple cleaning procedures "Spring cleaning from top to bottom". He witnessed in his review lack of training and timing. The grade also reflects poor leadership and performance issues cleaning some of our buildings in a timely manner. For example; the amount of staff that Giant has in place for the summer cleaning the main hallways and common areas should have been cleaned prior to staff returning to work or before student registration. However, he stated this was not the case, it led to last minute stripping and waxing of highly visible areas. Mr. Martin said, Giant did acknowledge that there need to be many cleaning improvements based on the report's findings. He also said that Giant stepped up and completed the cleaning before the start of the school year by bring in extra staff, working weekends including management. Prior to the walkthrough he requested restripping of some rooms which Giant performed without hesitation. Future Improvements since the walkthrough consist of the replacement of a Giant team leader, continued training and revisiting the classroom procedures as a team effort between RU and Giant.

Mr. Martin thanked the Board.

Superintendent Shivers re-introduced the Administrative Committee Reports that the board assisted in serving on:

1. Building/Facilities
2. Personnel/Policy Committee
3. Finance Committee
4. Curriculum/Achievement Committee

Administrative Committee
Reports

She said she would like to table the Administrative Committee Reports discussion about which committee the board members would like to serve on until a full board is present.

Motion to approve the Consent Agenda items as presented/amended:

Consent Agenda

The Superintendent Shivers introduced Andy Christopherson as the official principal of Hilbert Middle School.

Mr. Christopherson introduced his family.

The Board and audience congratulated Mr. Christopherson.

MOVED by Isabell, seconded by Pridemore, to approve the consent agenda items as presented. Yes: 4 No: 0 Motion: Carries

- Waive the reading and approve the August 8, 2016 Regular Meeting minutes of the Redford Union Board of Education, as presented. Regular minutes of August 8, 2016
- Waive the reading and approve the August 16, 2016 Special Meeting minutes of the Redford Union Board of Education, as presented. Special minutes of August 16, 2016
- Waive the reading and approve the August 24, 2016 Special Meeting minutes of the Redford Union Board of Education, as presented. Special minutes of August 24, 2016
- Approve the payment of \$926,810.68 for checks dated 8/2/2016 to 9/7/2016. Disposition of Checks September 7, 2016
- Approve the electronic transfers for the month of August 2016 in the amount of \$1,278,808.48. Electronic Transfers August, 2016
- Approve the NEW HIRES: Certified requests as listed below:
 1. Tyrone Kimbrough/RUHS/Teacher Special Ed./Effective 9/1/2016 Tyrone Kimbrough
 2. Dayna Malcolm/Beech/Teacher 5th grade/Effective 9/1/16 Dayna Malcolm
 3. Riley Taylor/Hilbert/Teacher Special Ed./Effective 9/1/16 Riley Taylor
 4. Matthew Theisen/Stuckey EDT/Teacher/Effective 9/1/16 Matthew Theisen
 5. Nicole Williamson/Beech/Teacher 5th grade/Effective 9/1/16 Nicole Williamson
 6. Robert Wolowski/Beech/Teacher 4th grade/Effective 9/1/16 Robert Wolowski
 7. Crathman Stephens/RUHS/Teacher Spanish/Effective 9/1/16 Crathman Stephens
 8. Karen Dave/RUHS/Teacher (.8) Computers/Credit Recovery/Effective 9/12/16 Karen Dave
- Approve NEW HIRES: Administrative requests as listed below:
 1. Andy Christopherson/Interim to Principal/Hilbert Middle School/Effective 9/6/2016 Andy Christopherson
 2. Larry Digon/Coordinator of the Hearing Impaired Program/Beck/Effective 8/22/2016 Larry Digon
- Approve NEW HIRES: School Improvement Grant requests as listed below:
 1. Jennifer Hart/School Improvement Grant Coordinator/Beech/Effective 8/31/16 Jennifer Hart
 2. Stacey Sharp/School Improvement Grant Family Liaison/Beech/Effective 8/31/16 (Reassignment from Behavior Intervention Coordinator/Hilbert) Stacey Sharp
- Approve NEW HIRES: Non-Certified request as listed below:
 1. Aisha Hill/Title I Aide/Beech Elementary/Effective 9/1/16 Aisha Hill
- Approve SEPARATIONS requests as listed below:
 1. James Hawk/Educational Assistant/Resignation/Effective 8/24/16 James Hawk
 2. Yvonne Johnson/EA/Stuckey/Retirement/Effective 6/30/16 Yvonne Johnson
 3. Matthew Lunsford/Teacher/RUHS/Resignation/Effective 8/15/16 Matthew Lunsford
 4. Shawn McGowan/Principal/Hilbert/Resignation/Effective 9/1/16 Shawn McGowan

Regular Board Meeting: 9/12/2016

5. Holley Purdy/MacGowan/Title Aide/Resignation/Effective 8/26/16	Holley Purdy
6. Qaida Wardia/Teacher/RUHS/Resignation/Effective 8/24/16	Qaida Wadia
• Approve SHARED-TIME PROGRAM NEW HIRES requests as listed below:	
1. Marie Clancey/Teacher/St. Issac/Effective 8/9/16	Marie Clancey
2. Russell Kelley/Teacher/St. Anne/Effective 8/29/16	Russell Kelley
3. Ashley Moon/Teacher/Regina High School/Effective 8/16/16	Ashley Moon
4. Kathryn Pawlik/Teachers/St. Thecia/Effective 8/23/16	Kathryn Pawlik
5. Debra Prakobkij/Teacher/Regina High School/Effective 8/16/16	Debra Prakobkij
6. Dianne Reinel/Teacher/St. Anne/Effective 8/29/16	Dianne Reinel
7. Anna Ries/Teacher/St. Germaine/Effective 8/29/16	Anna Ries
8. Daniel Rigney/Teacher/Austin High School/Effective 8/16/16	Daniel Rigney
9. Emily Skubic/Teacher/Regina High School/Effective 8/16/16	Emily Skubic
10. Jessica Stembridge/Teacher/St. Thecia/Effective 8/23/16	Jessica Stembridge
11. Tamara Wisniewski-Kozak/Teacher/Regina High School/Effective 8/16/16	Tamara Wisniewski-Kozak
• Approve SHARED-TIME PROGRAM SEPARATIONS requests as listed below:	
1. Frances Bachor/Teacher/Regina High School/Resignation/Effective 6/30/16	Frances Bachor
2. Audrey Brace/Teacher Austin High School/Resignation/Effective 6/30/16	Audrey Brace
3. Virginia Brinker/Regina High School/Resignation/Effective 6/30/16	Virginia Brinker
4. Colleen Byrn/Teacher/Regina High School/Resignation/Effective 6/30/16	Colleen Byrn
5. Jessica Craft/Teacher/Regina High School/Resignation/Effective 6/30/16	Jessica Craft
6. Roxana El-Alam/Teacher/St. Anne/Resignation/Effective 6/30/16	Roxana El-Alam
7. Ashley Golitko/Teacher/Regina High School/Resignation/Effective 6/30/16	Ashley Golitko
8. Julie Hakes/Teacher/Austin High School/Resignation/Effective 6/30/16	Julie Hakes
9. Julie Watanabe/Teacher/Austin High School/Resignation/Effective 6/30/16	Julie Watanabe

Superintendent Shivers said she have four Academic Highlights; Strategic Plan, SIG, Technology Assessment and Early College.

Academic Highlights

Regarding the Strategic Plan, we will have formal reports to the board at the November, March and June Board meetings. There will be full status presentations for each of those months. Superintendent said she is pleased with the progress with our marketing & communications. Just last week we had three articles posted in the papers. She also thanked the Observer for covering the district and making sure our stories are being printed in the papers.

She said hopefully at an upcoming board meeting Shazaaam will come and do a presentation of our marketing. Also Mr. Humitz is working on a portion of our Strategic Plan, planning events at the high school. He is doing a survey at the high school and will be sharing it with his administrative peers.

Our SIG grant which is our school improvement grant that has been awarded to Beech Elementary School. Our budget has been submitted to the State ahead of the due date. There is a meeting tomorrow with our State monitor for the first time. The Observer printed a nice article about the Beech Grant. She said in our Consent Agenda the board approved the two new hires which are required positions for the school improvement grant. She introduced Jennifer Hart, SIG Coordinator at Beech and re-introduced Stacey Sharp, our Family Liaison at Beech which we snatched from Hilbert (Behavior Intervention Coordinator).

Regular Board Meeting: 9/12/2016

The Board and audience welcomed them to the team.

Third, the All Covered Technology Assessment update. All Covered have been collecting data from staff members, through surveys and a couple of face to face meetings. A lot of the work has been on infrastructure. She thanked Keith Barterian of All Covered for attending the board meeting. We have already found some things that are not working. They have also helped solve some opening day technology problems. She said every Friday she has a conference call with the All Covered team and Assistant Superintendent McIntyre to get an updates on findings, what is needed and cost. The tentative report that will be provided by All Covered will be used as a spring board as to what we need to do with technology in the district. Our goal is to have the board approve our recommendation before the end of November 2016.

The last highlight is Early College. Back in June we hosted a county-wide meeting with many Superintendents across Wayne County and other community leaders to discuss the early college options. RU will be the only early college on the Western side of the county and how we could leverage the RU Early College options for the young people on this side of the county. After that meeting, 12 staff members of RUHS met and planned the first 5-week intro to college and careers which started today. The Early College Careers will be for ninth graders the career awareness will be provided to all high school students.

Superintendent Shivers, talked about what's to come:

The Parent night is scheduled for Sept 29th at RUHS.

Articulation agreements are being worked on with WCCCD and Schoolcraft.

Finalizing the pathway applications which will come the second haft of the year.

Marketing and publicity for Early College & Careers

The first cohort will be this spring.

Action Items

MOVED by Isabell, seconded by Gubachy, that the Board of Education, at the recommendation of Assistant Superintendent McIntyre, approve a 5% rate increase for all facility group rental fees as listed on the attached schedule.

Yes: 4 No: 0 Motion: Carries

Schedule for Facility Group
Rental Fees

Assist. Supt McIntyre said we raised our rates 2 years ago.

Vice President Gubachy asked what is the rational.

Assist Supt McIntyre said the District does not have sinking fund. When repairs, maintenances and upgrades are needed we use general funds. Before we exhausted the bonds we were paying \$200,000 a year to maintain our facilities. He said he is not trying to price ourselves out he want to maintain and save even.

Superintendent Shivers said the enhancement millage is going on the ballot in November. If it passes we will use the funds to reduce class sizes, technology enhancements and building repairs. There is a link on Wayne RESA web-site and they will be printing about 3000 copies of the millage to send home and 1000 copies for district offices.

Superintendent's
Comments

She will not be attending the Superintendent's meeting this Friday Mr. Ward will attend in her place. She will be attending the African American Young Men of Promise Conference at Eastern Michigan. If any board member is interested in attending, please let Jackie or the Superintendent know. The cost is \$25 per person.

The Partnership Council Luncheon is scheduled for Thursday, September 29th 11:30 am – 1:30 PM at the Redford Township Library. The meeting will be held three times a year. To share key things, we are doing in the district.

Next week is the Michigan Association of Superintendent Conference which she will be attending.

She is still working on the National Alliance of Black Educators Conference in November. She will keep the board updated.

This Wednesday is the first early release day. Notices have been sent home. Also our attendance challenge.

Carmen Stuyvengerg and Doreen Reed representing RUEAA and RUOSES about the medical cost increase.

Ms. Stuyvengerg said she is making a lot less after 20 years of service than when she first started. Her group was the first group that took concession. This is such a high cost that staff/members have been hit with and Ms. Stuyvengerg and Ms. Reed are asking for their union members to receive a raise or stipend. Members are unable to go to the doctors because they just cannot afford it. Her members where there and are there to help the district. Morale is down. Staff has been cut but responsibilities have increased.

to Audience on
None Agenda Items

Assist Superintendent McIntyre said that the contract is not up until June 2017.

Ms. Stuyvengerg and Ms. Reed said they cannot go that long.

Assist Superintendent McIntyre said they made a mistake a few years ago to help a few but in the long run it hurt many. We were better off when we were self-insured. He said it doesn't sit well with him that members are suffering.

Assist Superintendent of HR/Labor Relations Ron Ward said that the district has a moral responsibility to do something unfortunately they cannot do it fast enough.

Superintendent Shivers said they are having ongoing conversation on this issue and they have to work with other groups because that is where some of the challenges are. But they are committed to make sure the human capital of this district is made whole.

The board thanked Ms. Stuyvengerg and Ms. Reed for speaking.

Member Pridemore said the next Marching Band fundraising is September 30th. The home football game is September 15th.

Board of Education
Communication/Discussion

She said, Former teacher Mr. Caperton passed away. His Memorial Service is Thursday, September 15, 2016 @ 2:00 PM, 207 Liberty Street (Stonecrest Building), Walled Lake, MI 48390. Mr. Caperton will be greatly missed by the band.

Secretary Isabell said she was late today because she was attending her granddaughter soccer game. Their team has won 1 game and they were tied with this game. She also mentioned the walkthrough. She will be going through the buildings from time to time just to make sure they are keeping the facilities clean.

President Kurland gave a reminder of Cognizance is this Friday, September 16th. It is \$25 per person. RU will have a table if you anyone is interested in joining them. She said the Oktoberfest is September 30th and October 1st. President Kurland also gave a thank you to Ms. Betsy McRae and her volunteers that helped with the Beech Library.

She gave thanks to the administrators that worked on getting free lunches at MacGowan and Beech.

Monday, October 10, 2016 – Regular Meeting – 7:30 PM
Board of Education Administrative Offices, 17715 Brady Street, Redford , MI 48240

Future Meeting Date

MOVED by Pridemore, seconded by Isabell to adjourn the meeting at 8:40 PM.
Total: Yes: 4 No: 0. Motion: Carries.

Adjournment

Respectfully Submitted,

Patricia Isabell,
Secretary
Redford Union Schools Board of Education