

REGULAR MEETING MINUTES – BOARD OF EDUCATION
 REDFORD UNION SCHOOLS, DISTRICT NO. 1
 August 12, 2019

Regular Meeting
8/12/19

A Regular meeting of the Redford Union Board of Education was held August 12, 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 (Late 6:35 PM), 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. She thanked everyone for attending the meeting.

President's Remarks

Superintendent Shivers thanked Beatrice Benjamin, Academic Coordinator and the team for working all summer with the Summer School Program. The District's Summer School Program ended August 1, 2019.

Superintendent's
Remark

Superintendent Shivers visited Hilbert Middle School and had the opportunity to learn about chickens and saw them laying eggs. The student explained what their jobs were with the chickens. She also mentioned that Jim Bailey, Redford Twp. Parks Commission, and concerned citizen donated wood for the bat houses at Hilbert. She said the students are excited.

Summer Professional Development (PD) was the week of August 12, 2019. Superintendent Shivers thanked Beatrice Benjamin along with Kim Crenshaw, Director of Instructional Information Technology for organizing the PD sessions.

She also mentioned that the Home Visits were commencing for elementary, middle, and high school students that have academic challenges as well as attendance. Home Visits are being conducted by Concentric and the District's Attendance Liaisons.

There was an amendment to the Agenda. Action Items 3 was removed from the Agenda until the August 21, 2019, Special Board Meeting.

Adoption of
Agenda as amended

It was moved by Member Osowski, seconded by Member Gray to adopt the agenda of August 12, 2019, Regular Board Meeting as amended.

No discussion.

Yes: 7 No: 0 Motion: Carried

None.

Secretary of the Board
Communications

None.

Presentation(s)

RAESIDE Administration Building

Assistant Superintendent Greg McIntyre reported on the condition of the RAESIDE Administration Building located at 18499 Beech Daly Road. The building is currently being leased to Redford Interfaith Relief (RIR). However, the building is in desperate need of a completely new roof. The cost of a new roof is not something RIR nor the school district can absorb financially. RIR asked if the district would sell them the building at a nominal amount (TBD) or donate the building to them. The Board was provided more detailed information in their Board packet.

Assistant
Superintendent of
Business Services
Communication
Greg McIntyre

Assistant Superintendent McIntyre asked the Board for direction.

There were questions and answers.

Discussion ensued.

The Board requested that the District get an assessment on the RAESIDE Building as well as the Old School House. Bring the Old School House up to code where someone could walk in without falling through the floor. The Board asked for a clear understanding of what RIR is requesting as far as building(s), playground, land, etc. Depending on the decision of the Board it is possible that restrictions could be added. The Board asked for an inventory of the building. It was suggested that items could be donated to the Historical Society.

Superintendent Shivers will let RIR Representative Dan Range know what the Board is requesting.

The District needs to get more information on the property.

The timing of a resolution would be within the next 2-3 months.

Staffing Update:

Assistant Superintendent of Human Resources and Labor Relations Ron Ward reported on Staffing updates. It was projected that eight teachers would be laid-off. Currently, the District has laid-off 6. Depending on the School of Choice numbers, there could be a need to lay-off one more person. The School of Choice is open until next week.

Assistant
Superintendent of
Human Resources/
Labor Relations
Communication
Ron Ward
Staffing Update

The Executive team asked that the Board allow them to give a more meaningful recommendation at the August 21, 2019, Special Board Retreat. They would have the School of Choice numbers at that time.

Assistant Superintendent Ward addressed the Board on a more personal level. He stated that his mobility has declined, and he is unable to fulfill the responsibilities in his position. Assistant Superintendent Ward said that he would stop working at the end of the calendar year. He has a recommendation to the Superintendent that his position be posted and actively seek an Assistant Superintendent of HR as soon as possible. He would help with the transition. Assistant Superintendent Ward stated that it had been a blessing the past three years.

Building / Facilities: None.

Personnel / Policy Committee: None.

Finance Committee: None.

Curriculum / Achievement Committee: None.

Administrative
Committee Reports

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

Consent Agenda
as Presented

Waive the reading and approve July 8, 2019, Organizational Meeting Minutes of the Redford Union Board of Education, as presented

Organizational Board
Meeting minutes of July
8, 2019, as presented

Waive the reading and approve July 8, 2019, Regular Meeting Minutes of the Redford Union Board of Education, as presented.

Regular Board Meeting
2019, as presented

Waive the reading and approve August 5, 2019, Special Meeting Minutes of the Redford Union Board of Education, as presented.

Special Board Meeting
2019, as presented

Recommend payment of \$1,231,861.95 for checks dated 7/1/2019 to 8/2/2019.

Disposition of Checks
July 1, 2019, through
August 2, 2019

Approve electronic transfers for the month of July 2019 in the amount of \$1,918,860.39.

Electronic Transfers
July 2019

Human Resources Recommendation:

Approve **NEW HIRE: CERTIFIED** requests as listed below:

1. Jennifer Fairbanks/ASD Teacher/RUHS/Effective 9/3/19

Human Resources
Recommendations
Jennifer Fairbanks

Regular Board Meeting: 8/12/2019

2. Diane Sloboda/Social Worker/Stuckey/Effective 9/3/19 Diane Sloboda
 Approve **NEW HIRE: NON-CERTIFIED** request as listed below:
1. Quanisha Davis/Secretary/Hilbert/Effective 8/19/19 Quanisha Davis
 Approve **SEPARATIONS** request as listed below:
1. Damon Terrell/Behavior Intervention Coordinator/Beech/Resignation/Effective 7/26/19 Damon Terrell
 Approve **RUEA RECALL FROM LAYOFF** request as listed below:
1. Alice Kitson/Effective 9/3/19 Alice Kitson
 Approve **ASSIGNMENT CHANGE** request as listed below:
1. Jason Maples/BIC/MacGowan to Social Worker/Beech/Effective 9/3/19 Jason Maples
 Approve **SHARED-TIME TEACHER SEPARATIONS (SES GROUP)** requests as listed below:
1. Philemon Anosike/Teacher/Non-renewal/Effective 6/30/19 Philemon Anosike
 2. Audrey Brace/Teacher/Inactive/Effective 7/1/19 Audrey Brace
 3. Kristin Forester/Teacher/Inactive 7/1/19 Kristin Forester
 4. Rosemary Michels/Teacher/Inactive 7/1/19 Rosemary Michels
 5. Bona Opatich/Teacher/Retirement/Effective 6/30/19 Bona Opatich
 6. Debra Prakobkij/Teacher/Inactive 7/1/19 Debra Prakobkij
 7. Linda Suchyta/Teacher/Retirement/Effective 6/30/19 Linda Suchyta
 8. Julie Watanabe/Teacher/Inactive 7/1/19 Julie Watanabe
 9. Fan Zheng/Teacher/Non-renewal/Effective 6/30/19 Fan Zheng
 Approve **SHARED-TIME TEACHER NEW HIRES (SES GROUP)** requests as listed below:
1. Erin Backman/Teacher/Effective/8/15/19 Erin Backman
 2. Carla Bartlett/Teacher/Effective 8/19/19 Carla Bartlett
 3. Ester Ferraz/Effective 8/19/19 Ester Ferraz
 4. Michael Mayer/Teacher/Effective 8/15/19 Michael Mayer
 5. Brian Perry/Teacher/Effective/8/14/19 Brian Perry
 6. Anna Pulcer/Teacher/Effective/9/3/19 Anna Pulcer

Yes: 7 No: 0 Motion: Carried

None.

Academic Highlights

Action Items

Maner Costerisan (Auditors):

Maner Costerisan
(Auditors)

It was moved by Member Gray, seconded by Member Robinson that the Board of Education, at the recommendation of Assistant Superintendent Greg McIntyre, approve Maner Costerisan (Auditors) responsibilities, planned scope, and timing of the audit. The Auditors' fieldwork will begin August 2019, and a report will be issued to the District by November 2019.

There were questions and answers.

Yes: 7 No: 0 Motion: Carried

UTEC Copier Agreement:

It was moved by Member Pridemore, seconded by Member Caloia that the Board of Education, at the recommendation of Director of Instructional Technology Kim Crenshaw, approve UTEC Copier Agreement for the period of July 1, 2019 – June 30, 2022.

UTEC Copier Agreement

There were questions and answers.

Yes: 7 No: 0 Motion: Carried

Attendance and Tardy Procedures were removed from the Agenda until the August 21, 2019, Special Board Meeting Retreat.

Attendance and Tardy Procedures was removed from the Agenda until the August 21, 2019 Special Meeting Retreat.

None.

Items Removed from the Consent Agenda

Superintendent Shivers reminded the Board to check their email, please. She stated that she sent the Board an email last week regarding questions that were raised about the Paving Project. She thanked the Board members that had responded. For the members that had not responded she provided them with a little background of the situation. Superintendent Shivers stated that there were questions raised about the paving project process or lack of process. She has been investigating the matter and making phone calls. Assistant Superintendent Ward has been assisting her as well. Superintendent will be providing the Board with her findings overall and to the specific questions that were asked.

Superintendent's Communication

She gave a reminder of the August 21, 2019 Board and Administrative Retreat and the dress code. The flyer was emailed to the Board with directions to the off-site location. The afternoon session is more building specific, but the Board members are welcome to stay through the afternoon.

Superintendent Shivers and Trustee Gray have been invited to meet with Dr. Rema Vassar, Professor at Eastern Michigan University on August 23, 2019, for a discussion about developing a Parent Coalition. The Board will receive an update after the meeting.

Last week Superintendent Shivers and Ms. Lindsey, Early College Coach, met with Wayne State Teacher Education Department. Wayne State University has agreed to partner with the District on doing a Teacher Preparation Track with the Early College Program. Wayne State University is excited, and they have lots of ideas on how to expose our students. The District's Early College students would have the opportunity to pursue

teacher education at no cost to them in exchange for teaching in Redford Union School District for a couple of years.

Superintendent Shivers said that Hanover is doing some grant prospectus work for the District. They are trying to secure funding for what would be the years 14 & 15 of the student's education and other things that would be needed.

None.

Call to the Audience
On Non-Agenda Items

Goal Settings for the Superintendent:

President Gubachy and Superintendent Shivers will work on goal setting and the Board and have them available at the next Regular Board Meeting.

Board of Education
Communication/
Discussion

Trustee Caloia expressed her disapproval of the 5% Board compensation increase that was approved at the July 9, 2019, Organizational Meeting. Trustee Caloia stated that the Board compensation amount was set back in the 1960s and the Board has never voted to give themselves a raise. Trustee Caloia said if she had been present at the July Organizational Meeting, she would have voted NO, on the Board's compensation increase along with President Gubachy.

There were questions and answers.

Discussion ensued.

- A. Wednesday, August 21, 2019 – Special Meeting (Board and Administrative Retreat)
9:00 AM, Skyline Club, 2000 Town Center, 28th Floor, Suite 2800, Southfield, MI 48075
- B. Monday, September 9, 2019 – Regular Meeting – 6:30 PM
Board of Education Administrative Offices, 17715 Brady Street, Redford, MI 48240
- C. Monday, October 14, 2019 – Regular Meeting – 6:30 PM
Board of Education Administrative Offices, 17715 Brady Street, Redford, MI 48240

Future Meetings
Dates

Superintendent Shivers gave a brief overview of the Board and Administrative Retreat Agenda. She stated that she would email the Agenda to the Board members on Friday, August 16, 2019.

It was moved by Member Gray, seconded by Member Kick to adjourn the meeting at 7:30 PM.

Adjournment

Yes: 7 No: 0 Motion: Carried

Respectfully Submitted,

Harry J. Kick, III
Secretary
Redford Union Schools
Board of Education