

REGULAR MEETING MINUTES – BOARD OF EDUCATION
 REDFORD UNION SCHOOLS, DISTRICT NO. 1
 October 14, 2019

Regular Meeting
 10/14/2019

A Regular meeting of the Redford Union Board of Education was held on October 14, 2019, at the Board of Education Administrative Offices, 17715 Brady St., Redford, MI 48240, President Gubachy called the meeting to order at 6:31 PM.

Call to Order

Present: Caloia (Late 6:32 PM), Gray, Gubachy, Osowski, Pridemore, and Robinson
 Absent: Kick

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. She said it was nice seeing people at the Homecoming Game.

President's Remarks

Superintendent Shivers gave a reminder that the Hall of Fame Ceremony is Saturday, October 19, 2019, at the High School. There were write-ups about the Inaugural Hall of Fame in the Home Town, the Patch online. The event will start at 4:30 PM with a gathering, and a tour the hallway near Athletics to show all the work that had been done. Dinner at 5:30 PM. They are very close to the 250 capacity.

Superintendent's
 Remark

It was moved by Member Osowski, seconded by Member Pridemore, to adopt the agenda of October 14, 2019, Regular Board Meeting.

Adoption of
 Agenda as Carried

Yes: 6 No: 0 Motion: Carried

None.

Secretary of the Board
 Communications

High Impact School Governance Presentation:

Superintendent Shivers asked that Sue Zurvalee and Len Rezmierski from Wayne RESA come up and introduce themselves to the Board.

Sue Zurvalee addressed the Board. She is a retired Superintendent in the Farmington School District with 40 years in education. Before that, she spent a lot of her years in the Human Resources (HR) field. She was an Assistant Superintendent for HR for collective bargaining. She was a teacher in the Lansing school district and an administrator. She worked with the Association of School Boards, where she represented the School Board as a Labor Relations Consultant on behalf of the Boards around the State of Michigan. Now she and Len work with new Superintendents to support their success. It was through that process that they became involved in the high-impact school governance work.

Len Rezmierski's career started as a high school teacher then he became a high school principal in Kalamazoo. He was a Director of the Special Education Program in Northville and then later became the Superintendent of Northville and retired after 20 years. He and Sue worked collaboratively in a number of programs. Several Superintendents got together dealing with how they all were affected when working with their Boards and not just on the usual stuff that is important and comes every week, every board, but conceptually that building of the team of eight. He said that was the driving energy. So about 12 of them got together, and through all the research, collaboration, and work they created a model that turned out to be this high-impact school governance.

MASA and MASB asked him and Sue to do a pilot about 2 ½ years ago. They selected four School Districts (two in Wayne County; Plymouth/Canton and Livonia) to be part of the study. They presented their final finding in May 2017. The program launched in January 2019 in Wayne County only. They currently are working with nine Boards (all voluntarily) and at no cost. He suggested that the Board to contact the people that they have worked with to ask questions and to hear their thoughts about the program. Dr. Liepa, Superintendent, and the five Board members at Wayne RESA supported the program as of January 2019, and it is all paid by Wayne RESA. The program was offered to the Board, and it is up to the Board to decide if they want to proceed. The program can be completed in its entirety of 8 sessions, or the Board could choose one or more sessions.

Mr. Rezmierski and Ms. Zurvalee gave an overview of the document in the Board's packet. A Board/Superintendent Relationship Took Kit, which is designed to assist the board and superintendent in achieving a working relationship that enables both to fully exercise their mutual roles in service of the community and its students. Quote: A Team of Eight.

It would take about three meetings to do one vital Behavior. The first meeting would be about two hours in a workshop format. Then in a couple of months later, Len and Sue would come back and do more reflection and evidence gathering. The third meeting would be to get a consensus and decide if the Board wants to move forward on another vital Behavior.

Presentation(s)
Facilities Assessment –
High Impact School
Governance – Sue
Zurvalee and Len
Rezmierski of Wayne
RESA

There were questions and answers.

A copy of the complete Took Kit will be provided to Superintendent Shivers, and she will forward it to the Board.

The Board thanked Len and Sue for their presentation.

Superintendent Shivers stated that she would be in touch with them.

RAESIDE Building Update:

Assistant Superintendent of Business Services, Greg McIntyre, gave an update on the RAESIDE Building, which was a follow-up from his July 31, 2019 memo. He referred to a memo in the Board's packet. Assistant Superintendent McIntyre stated that per legal advice, with the Board's approval, the District could donate the building or sell the building below market value. He also announced that Mr. Dan Range of Redford Interfaith Relief (RIR) was in the audience.

Assistant
Superintendent of
Business Services
Communication
Greg McIntyre

RAESIDE Building
Update

There were questions and answers.

Assistant Superintendent McIntyre had been working with Jennifer Burns (Keller Williams Realty). Per Ms. Burns (preliminary work), the District could possibly get \$16 per square foot, which is about \$107,000 based on previous sales of commercial properties in the area. They have to take into consideration the condition of the building, roof, etc. Again, this was only preliminary work that Ms. Burns did at no cost to the District. He also stated that the Title is a mess, and that would have to be straightened out.

Superintendent Shivers stated that if the Board wants to move forward, there would be a cost to the District, and the District could possible loss money.

The District does own the Historical Building, but it is also commingled with the other property.

Per Vice-President Pridemore, she would not be interested in spending money to assess a building that they could sell at a loss. She stands by what she said initially; the District does not have to make money on this property. The right thing to do is to donate the building to Interfaith Relief.

Assistant Superintendent McIntyre is also looking into the option of donating the building.

Superintendent Shivers confirmed that once the Title research is completed. This matter would be brought back to the Board for their decision and to have specific language added to the agreement if needed.

Superintendent Shivers stated that if there is a timetable that they are trying to work with RIR on, then maybe the Superintendent will call a meeting to sort out the language that the Board wants in the agreement and get that sorted out and they can move forward.

The Board agreed.

Dan Range, the Treasurer, and Building Facilitator of RIR asked to address the Board. He stated that he appreciates the conversation that he heard tonight. He said that there are several leaks in the building and that they have buckets throughout the building. They are concerned about mold. He stated the roof is old and that the repairs would be costly. They have quotes from \$85,000 - \$200,000. He stated that RIR is in an emergency, and they cannot go much further with the water situation. He thanked the Board.

Superintendent Shivers said that they would expedite the matter.

Enrollment/Staffing Update:

Assistant Superintendent of HR/Labor Relations Ron Ward reported on Enrollment and Staffing updates. He provided the Board with a handout of additional information Analysis Snapshot. Assistant Superintendent Ward said MacGowan has two teachers on layoff. Beech has one teacher on layoff, and there was one resignation in the Spring and one retirement in the Spring. There is a vacancy teacher position at Hilbert due to a recent resignation. He stated that there would be a decision about the vacant position tomorrow at the Superintendent's Cabinet meeting (Superintendent Shivers, Assistant Superintendent Ward, and Assistant Superintendent McIntyre).

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

Superintendent Shivers said that all school districts that have a shortage of special education teachers had to send those numbers to the State, and that information has been sent. There is a shortage of teachers statewide, and there is a complete drought in special education teachers. The District is working Karen Howey, Director of Special Education at Wayne RESA and Carol La Pointe, Director of Redford Union Schools Student Services how to solve the problem.

Assistant Superintendent Ward also gave an update on the response to the initiative as far as reaching out to the local community, sending out flyers, posting on the District's website for specific positions such as Academic Teaching Assistants, Special Education Assistants and Security/Hall Monitors. Mike Taylor, Assistant Principal of Redford Union and Head of Security, had seven new hires with a big part due to the initiative. They have an Academic Teaching Assistant that will come in to complete the hiring paperwork. However, HR has not been successful in hiring Special Education Assistants. They will discuss that in Cabinet meeting tomorrow. He also mentioned that with this being the first year for this initiative that they can put some supports in place that would assist people in their application process, and that would make it more manageable for HR.

Assistant Superintendent Ward reported that listed in the Consent Agenda is a recommendation for Jasen Witt, as the New Hire for the Assistant Superintendent of HR/Labor Relations position. Mr. Witt is an attorney licensed to practice law in Michigan. He has nearly fifteen years of experience as a director of human resources in public education. His effective date will be October 28, 2019. Assistant Superintendent Ward will be in the District through the end of October to help in the transition.

Assistant Superintendent Ward said Thank you!

Superintendent Shivers announced that there would be a get together for Assistant Superintendent Ward on Friday, November 1, 2019, 4-6 PM, at Fox Creek Golf Course, Coaches Corner, Livonia, Michigan (Formerly George Murphy).

There were questions and answers.

The Board thanked Assistant Superintendent Ward.

Building / Facilities: A Committee meeting was held on Monday, October 7, 2019. Assistant Superintendent McIntyre, Vice President Pridemore, Chuck Martin, Director of Facilities/Transportation, Mike Taylor, Assistant Principal of RU, Kim Crenshaw, Director of Instructional Technology and Carol La Pointe, Director of Student Services discussed finalizing the RFP. Superintendent Shivers will resend out the timeline of the RFP to the Board.

Personnel / Policy Committee: None.

Finance Committee: None.

Curriculum / Achievement Committee: None.

Administrative
Committee Reports

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

Consent Agenda
as presented

Waive the reading and approve September 9, 2019, Regular Meeting Minutes of the Redford Union Board of Education, as presented.

Regular Board Meeting
minutes of September 9,
2019 as presented

Approve check register list September 3, 2019 – September 30, 2019 in the amount of \$1,089,445.46.

Check Register List
September 3, 2019 –
September 30, 2019

Approve electronic transfers for the month of September 2019 in the amount of \$2,432,415.43.

Electronic Transfers
September 2019

Human Resources Recommendations:

Human Resources
Recommendations
Jasen WittApprove NEW HIRE: CENTRAL OFFICE ADMINISTRATION request as listed below:

1. Jasen Witt/Assistant Superintendent of Human Resources & Labor Relations/Effective 10/28/19

Approve NEW HIRE: CERTIFIED requests as listed below:

1. Georgeta Manitiu/Special Education Teacher/Hilbert/Effective 9/30/19
2. Stanley Packnett/Teacher/Hilbert/Effective 10/7/19
3. Vlada Smorgonsky/Teacher/Stuckey/Effective 10/7/19
4. Christine Verklan/Teacher/Keeler Virtual Learning/Effective 9/25/19

Georgeta Manitiu
Stanley Packnett
Vlada Smorgonsky
Christine VerklanApprove NEW HIRE: NON-CERTIFIED requests as listed below:

1. Lauren Lee/Educational Assistant/Hilbert/Effective 9/3/19
2. Phil Taylor/Attendance Liaison/Beech/Effective 9/9/19

Lauren Lee
Phil TaylorApprove SEPARATIONS requests as listed below:

1. Lori Bennett/ASD Teacher/Hilbert/Effective/9/20/19
2. Tracy Jubenville-Lutz/Teacher/Hilbert/Effective 9/27/19

Lori Bennett
Tracy Jubenville-LutzApprove LEAVES requests as listed below:

1. Jean Eberts/Teacher/Hilbert/Effective 9/3/19
2. Karen Morris/Educational Assistant/Beech/Effective 9/27/19

Jean Eberts
Karen Morris

Yes: 6 No: 0 Motion: Carried

Innovative Learning Center Presentation:

Marie Schluter, Director of Innovation Learning Center and her team (Katy Jain, Coordinator of Veritas Alternative Education and classroom teacher, Laura Perry, Virtual Learning Teacher, and Cliff Neal, Behavioral Specialist presented to the Board. Mrs. Schluter also gave the names of the staff members that were not present at tonight's meeting. They were: Newly hired part-time Virtual Learning Teacher Christine Verklan, Brian Sloma, part-time in Virtual Learning, part-time Sana Haq, Virtual Learning (she now back at the high school), Alice Kitson and Erika Smith, both Veritas Teachers, Sham Thakkar, Second Chance Teacher, his Assistant Asha Neal and newly hired Hall Monitor Jalen Marsh.

They shared an overview of the programs and a PowerPoint was shown. The three programs are uniquely different. Second Chance is social and emotional learning, Virtual Learning is the Edgenuity platform, and Veritas is project-based learning, which is more blended learning where they are face-to-face four days a week.

Each staff person shared information about their programs.

There are about 70 students in Veritas, and the students' classes are tailored just for them to graduate and the focus on credit recovery. This year Link Crew was added to the program. Link Crew is a program where the students learn to mentor other kids, and they learn to be helpful in the community. Last year, 25 out of 26 students graduated from Veritas.

Virtual Learning requires students to have two contacts per week with the teacher, and they have flexible Lab hours for those students who work. In the Fall of 2019, there were 106 students in the program. Last year 5 out of 7 students graduated from Virtual Learning.

The Second Chance Program is for middle school students who are at the 3rd tier level of intervention. Mrs. Schluter shared a report on the 2018-2019 Second Chance students' attendance/discipline referrals/academics, the outcome of the students, and the Behavior Intervention Plan.

Trustee Robinson thanked the team. She mentioned that she was a student in the Virtual Learning Program, and the it has been amazing.

Superintendent Shivers said she wanted to allow Mrs. Schluter the opportunity to present to the Board. She knows how hard she has worked on the programs. She also thanked the Board not only for their governance part but for their passion. Superintendent Shivers asked the Board when was the last time the Board had a student review meeting. She said they had to put things in place to have funding in between. Superintendent Shivers stated that these programs make a difference.

The Board thanked the group for their presentation.

No Action Items.

Action Items
None.

Items Removed from Consent Agenda:
None.

Items Removed from
the Consent Agenda
None.

Superintendent Shivers reported on September 2019 Attendance. Handouts were provided and a PowerPoint was shown.

Superintendent's
Communication

Superintendent Shivers said she would send the Board the complete report due to it was missing pages.

Attendance Report

There were questions and answers.

Trustee Gray asked for more qualitative information on why the high school suspensions were higher two years ago than last year. Trustee Gray asked Superintendent Shivers how many suspensions were mandatory due to our policies and how many were through the decision to suspend.

Superintendent Shivers said she would get the information for Trustee Gray.

None.

Call to the Audience
On Non-Agenda Items

Trustee Robinson said she did email the members at their district emails regarding the polo shirts. She will also send an email to their personal emails. There are two options and price points. She will need the members' sizes and how many each member wants.

Board of Education
Communication/
Discussion

Treasurer Osowski thanked everyone who came to Homecoming. He said it showed the kids a lot of support and he also asked about Angel's night. He mentioned putting all the tables together and having everyone in the same area. The event starts at 5:30 PM.

President Gubachy mentioned that there is a new Urgent Care on 7 Mile. The Doctor wants to be part of the community, and he has been working with Miles Tomasitas, Athletics Supervisor. The Urgent Care doctor will offer sports physicals for \$5.00 in the summer, and all funds will be donated to Athletics.

Superintendent Shivers, Beech Principal Korn Clinkscale, and a couple of her staff members are planning a December Day for Dad's on December 13, 2019, from 7:30 AM – 11:00 AM. They want to get men in the community active, whether they are dads, granddads, uncles, etc. There will be breakfast, the kids will sing, a school tour, and three workshops for the men not school-related. The workshops will be 1) Medicine for Men, 2) Money and Men, 3) Maker/Taker (an activity the men can do with their kids). They are working on the flyer.

President Gubachy also reminded the Superintendent of the conversation about having a Summer Graduation Ceremony at the end of summer school.

Superintendent Shivers said yes, it would be done. It has to be coordinated.

President Gubachy thanked Assistant Superintendent Ward again. She said they will have a better send-off for him on November 1, 2019.

Assistant Superintendent Ward thanked everyone.

- A. Monday, November 18, 2019 – Regular Meeting – 6:30 PM
Board of Education Administrative Offices, 17715 Brady Street, Redford, MI 48240
(Meeting date changed due to Veterans Day Observance on 11/11/19)
- B. Monday, December 9, 2019 – Regular Meeting – 6:30 PM
Board of Education Administrative Offices, 17715 Brady Street, Redford, MI 48240

Future Meetings
Dates

The Board will get future communications about the Book Study.

It was moved by Member Caloia, seconded by Member Osowski, to adjourn the meeting at 8:24 PM.

Adjournment

Yes: 6 No: 0 Motion: Carried

Respectfully Submitted,

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