

REGULAR MEETING MINUTES – BOARD OF EDUCATION
 REDFORD UNION SCHOOLS, DISTRICT NO. 1
 September 13, 2021

Regular Meeting
 9/13/2021

A Regular meeting of the Redford Union Board of Education was held on September 13, 2021, at the Redford Union Board of Education and Administration Building, 17715 Brady St., Redford, MI 48240.

President Pridemore called the meeting to order at 6:33 PM.

Call to Order

Present: Bailey, Gray, Gubachy, Kick, McKee, Osowski, Pridemore
 Absent: None.

Roll Call

The Pledge of Allegiance was recited.

Pledge of Allegiance

President Pridemore reminded everyone to please place all cell phones on silent. She made a statement regarding Trustee Bailey still recording the Board Meeting(s) despite the many requests. She stated that Trustee Bailey is an individual, and he doesn't speak for the Board. The recordings are not owned by the Board or the District. It is a private recording.

President's Remarks

Superintendent's Remark

Superintendent's
 Remark

None.

It was moved by Member McKee, seconded by Member Osowski, to adopt the Agenda of September 13, 2021, Regular Board Meeting as presented.

Adoption of
 Agenda as presented

Yes: 7 No: 0 Motion: Carried

Call to the Audience for Public Participation Regarding Agenda Items:

Call to the Audience:
 Public Participation
 Regarding Agenda Items

None.

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Presentations:

Presentations

Please note that the presentations were not presented in the order listed on the agenda.

2021 Capital Bond Project Construction Manager Recommendation – Plante Moran, Owner’s Representative

2021 Capital Bond
Project Construction
Manager
Recommendation –
Plante Moran, Owner’s
Representative

This presentation was presented by Lamberto Smigliani, AIA, NCARB, Senior Vice President. Items on the Agenda were as follows:

- Procurement Schedule – CM Firms
- Construction Management Summary
- Bond Steering Committee Recommendation
- Next Steps
- Budget Update
- Ad Hoc/ Focused Stakeholder Group Sessions
- Financial Reporting
- Vacant District Property
- Questions / Considerations

There was a Board Workshop earlier this evening at 5:00 PM and this presentation was discussed more in-depth.

The Board thanked Mr. Smigliani for presenting.

Protocols & Mitigation Measures – Jasen Witt, Superintendent

Protocols & Mitigation
Measures – Jasen Witt,
Superintendent

Superintendent Witt said that the district’s primary goal with our COVID-19 Mitigation measures this year and throughout this pandemic, including our summer school program remains their full commitment to provide a safe learning environment for our students and a safe working environment for our staff. He also said that the district has to remain flexible and responsive to mandates/orders from the county, state, and federal authorities.

The first day for staff was August 24, 2021 and the first day for students was August 30, 2021.

This presentation will be posted on the district’s webpage and the 2021-2022 School District Calendar is now fully available.

The provision of personal protection equipment for students and staff to begin the school year was that students and staff would be required to properly wear masks while sharing and occupying instructional space, common use areas indoors, within district buildings, and on district buses. A Wayne County mandate ultimately reinforced this. The bus component is a federal mandate.

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Daily screening is being required for staff and students' families as it was with the guidance from Wayne County Health Division last year. Staff is continuing to complete their screening using the Clear To Go app.

The district will continue to work closely with the Wayne County Health Department representatives as it pertains to isolation, quarantine, and determining contact tracing.

The district has had some limited instances this school year and had to coordinate with Wayne County Health Division. The district has had very little to do thus far in the way of contact tracing when those cases have arisen because of the mask mandate that is in place for students and staff.

The district is continuing to use the air scrubbers in all instructional spaces and elsewhere in the district and using the box-fan systems that Ford Motor Company generously donated.

Social distancing is being utilized in the classrooms and common areas in addition to mask-wearing.

The district is continuing with the cleaning protocols. The district athletic programs students, staff, and fans are following the protocols as well.

The district is continuing with the cleaning protocols. The district athletic programs students, staff and fans are following the protocols as well.

Superintendent Witt welcomed everyone back to the 2021-2022 school year.

Board Brag Book – Jasen Witt, Superintendent

Board Brag Book
Jasen Witt,
Superintendent

Superintendent Witt presented the August and September 2021 Board Brag Book, and the PowerPoint presentation was shown. Recognitions/brags were given to the following:

MacGowan Elementary Summer Book Club - Teachers: Kelly Abraham, Sarah Daoust, Maggie Faulkner, Stacey Pace, and Ana Trosin

Giant Janitorial Service (GJS): Recognized for their continued support and hard work during the pandemic: Peter Huthwaite, GJS Operation Manager, Miles Tomasaitis, Director of Redford Union Schools Facilities/Operations, and GJS Staff: Tracy Allen (Call), Dave Baumgardner, Louis Bonadeo, Kenya Brown, William Clemons, Dwight Coleman, Bridget Dies, Billie Gardella, Sarah Guglielmetti, Eric Hampton, Jerry Jascoe, Breanna Johnson, David Karrick, Aaron King, Donna Korch, Landen Macek, Conor McKenna, Brian McKenna, Diane Moore, Howard Morris,

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Leroy Murray, Dana Parker, Eugene Robinson, Kenneth Small, Kenneth Small-Richardson, Jonathan Soto, Robert Stone, Tonya Wright, and Trevon Ziglar

Ian Iler, Redford Union High School Head Football Coach – Recognition – He was selected to participate in the Michigan High School Football Coaches Association Leadership Development Alliance at the 2021 All-Star Game to Identify the Best & Brightest Coaches of the future.

Shyam Thakker, Teacher, Virtual Learning Program at RUHS: Recognized by Norwegian Cruise Line as the North America Teacher of the Year. He was awarded with a seven-day cruise for two including airfare. In addition, the district received the grand prize from Norwegian Cruise Line of \$25,000 and Pepsi company gave \$10,000 additional dollars. A grand total of \$35,000 for the school district to support students and program needs.

RUSD Registration - Recognized for their hard work and efforts over the summer getting families registered: Colleen Lowney, Registrar at Keeler, Terry Arriola, Pupil Accounting at Keeler, Marie Gazley, Administrative Assistant at Beck, Becky Skikiewicz, Administrative Secretary at Beck, Mary Ann Macek, Educational Assistant at Beech, Vicki Noffsinger, Educational Assistant at Beech, Linda Michael, Retired Registrar, Angie Boetsch, Retired Redford Union High School Secretary, and Doris Reed, Secretary to Counselors at RUHS/Accounts Payable/Purchasing/Subs Specialist at Keeler. Superintendent Witt also thank Kim Crenshaw, Executive Director of Technology and Curriculum and Jackie Warren, Executive Admin. Assistant to the Superintendent and the Board of Education.

The Board thanked them all.

Superintendent Communication:

Superintendent
Communication

Board Policy Consideration – Public Recording/Broadcast of Open Meetings.

Superintendent Witt gave a follow-up to the Board’s August 30, 2021, Closed Session discussion. One of the main topics during the Closed Session was the potential recordings of public meetings held by the Redford Union Board of Education.

An Action Item was on tonight’s agenda relative to the August 30, 2021, Closed Session discussion.

The Board was provided a Sample Board Policy in their Board packet.

Superintendent Witt read the Sample Board Policy aloud.

He said that the Sample Board Policy was suggested by Legal Counsel from Miller Johnson. Miller Johnson also provided the Sample Board Policy language.

Trustee Bailey commented on the law of the Open Meetings Act and not having to ask permission. He also commented on the document provided to the Board at the August 30, 2021, Closed Session.

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President Pridemore stated the law of the Open Meeting Act that the Board has a right to make reasonable rules, guidelines, and accommodations around said recordings.

Discussion ensued.

Communication Received by the Board Secretary:

Secretary of
the Board
Communication

None.

Chief Financial Officer's Communications:

Chief Financial Officer's
Communications

None.

Assistant Superintendent of Human Resources and Labor Relations Communication:

Assistant Superintendent
of Human Resources and
Labor Relations
Communication

Superintendent Witt said that the RUEA Teacher's Union Ratification Agreement is in place. They are working now through the various offices including Human Resources and Business Offices and the changes that have an impact on salaries. He thanked Human Resources and Payroll – all that worked on salary adjustments.

Executive Director of Curriculum & Technology Communications:

Executive Director of
Curriculum & Technology
Communications

Kim Crenshaw said that they are closing in on getting everything in place. The new phones should be setup next month.

Consent Agenda:

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

Consent Agenda
Approved as presented

Waived the reading and approved July 12, 2021, Board Workshop Meeting Minutes of the Redford Union Board of Education, as presented.

Board Workshop
Meeting minutes of
July 12, 2021, as
presented

Waived the reading and approved July 12, 2021, Organizational Meeting Minutes of the Redford Union Board of Education, as presented.

Organizational Meeting
minutes of
July 12, 2021, as
presented

Waived the reading and approved July 12, 2021, Regular Meeting Minutes of the Redford Union Board of Education, as presented.	Regular Meeting minutes of July 12, 2021, as presented
Waived the reading and approved July 19, 2021, Special Meeting Minutes of the Redford Union Board of Education, as presented.	Special Meeting minutes of July 12, 2021, as presented
Waived the reading and approved July 19, 2021, Special Meeting Minutes of the Redford Union Board of Education, as presented.	Special Meeting minutes of July 19, 2021, as presented
Waived the reading and approved August 9, 2021, Regular Meeting Minutes of the Redford Union Board of Education, as presented.	Regular Meeting minutes of August 9, 2021, as presented
Waived the reading and approved August 9, 2021, Special Meeting Minutes of the Redford Union Board of Education, as presented.	Special Meeting minutes of August 30, 2021, as presented
Approved check register list from July 1, 2021 – July 31, 2021, in the amount of \$1,235,870.32	Check Register List July 1-31, 2021
Approved check register list from August 1, 2021 – August 31, 2021, in the amount of \$870,902.44	Check Register List August 1-31, 2021
Approved electronic transfers for the month of July 2021, in the amount of \$1,729,943.30.	Electronic Transfers July 2021
Approved electronic transfers for the month of August 2021, in the amount of \$2,098,447.34.	Electronic Transfers August 2021
Human Resources Recommendations for August 9, 2021, and September 13, 2021, Board Meetings:	Human Resources Separations:
A. Approve NEW HIRES: Administration:	
1. Michael Beltinck/Chief Financial Officer/Keeler/Effective 8/2/21	Michael Beltinck
2. Diya Bethel/Assistant Principal/Hilbert Middle School/Effective 8/23/21	Diya Bethel
3. Mark Friday/Coordinator of Social/Emotional Learning/Effective 9/13/21	Mark Friday
4. Jeremy Gold/Principal/Hilbert Middle School/Effective 8/9/21	Jeremy Gold
5. Dr. Bridget Lindsey/Supervisor/Day Treatment Program/Stuckey Center/Effective 8/16/21	Dr. Bridget Lindsey
6. Melissa Nickel/Principal/Beech Elementary School/Effective 8/12/21	Melissa Nickel

B. Approve **NEW HIRES: Certified:**

1. Stephanie Bowdell/Special Ed. Teacher/MacGowan/Effective 8/24/21	Stephanie Bowdell
2. Ashley Capaldi/Counselor/RUHS/Effective 8/24/21	Ashley Capaldi
3. Kristen Cox/Teacher/Hilbert/Effective 8/25/21	Kristen Cox
4. Rebecca Fitzgerald/Teacher/Beech/Effective 8/24/21	Rebecca Fitzgerald
5. Sarah Gering/Teacher/Beech/Effective 8/24/21	Sarah Gering
6. Rebecca Leedom/Teacher/Beech/Effective 8/24/21	Rebecca Leedom
7. Nathaniel Lewis, Jr./Teacher/Special Education/RUHS/Effective 8/24/21	Nathaniel Lewis
8. Silvia Lyons/Teacher/Spanish/RUHS/Effective 8/24/21	Silvia Lyons
9. Torie McBryde/Teacher/Beech/Effective 8/24/21	Torie McBryde
10. Hannah Paduchak/Teacher/Beech/Effective 8/25/21	Hannah Paduchak
11. Karyn Rogers/Teacher/Hilbert/Effective 8/26/21	Karyn Rogers
12. Tasia Seros/Spanish Teacher/Hilbert/Effective 8/24/21	Tasia Seros
13. Donna Sharp/Teacher/Consumer Science/RUHS/Effective 8/24/21	Donna Sharp
14. Andrea Williams/Teacher/Hilbert/Effective 8/26/21	Andrea Williams

C. Approve **NEW HIRES: Non-Certified:**

1. Sarah Ackerman/Educational Assistant/Hilbert/Effective 8/24/21	Sarah Ackerman
2. Kelly Green/Educational Assistant/GSRP/MacGowan/Effective 8/30/21	Kelly Green
3. Donna Korch/Food Service Manager/Effective 8/26/21	Donna Korch
4. Amanda Marable/Secretary/RUHS/Effective 8/16/21 (Rehire)	Amanda Marable
5. Scott McCallister/HR Coordinator/Keeler/Effective 8/2/2021	Scott McCallister
6. LaLond Ricks-Thompson/Educational Assistant/Beech/Effective 9/7/21	LaLond Ricks-Thompson
7. Katrice Simpson/Secretary/Hilbert/Effective 9/7/21	Katrice Simpson
8. Kaylee Smith/Educational Assistant/Beech/Effective 8/30/21	Kaylee Smith
9. Paula Sutherland/ATA/MacGowan/Effective 8/24/21	Paula Sutherland

D. Approve **SEPARATIONS:**

1. Dr. Lynn Bradley/Assistant Principal/Hilbert/Effective 7/15/21	Dr. Lynn Bradley
2. Michael Bustamante/Teacher/RUHS/Effective 8/4/21	Michael Bustamante
3. Jennifer Javor/Teacher/Hilbert/Effective 9/15/21	Jennifer Javor
4. Nicole Klink/Academic Teaching Assistant/Beech Elementary/Resignation/Effective 8/23/21	Nicole Klink
5. Carly Larkin/Speech & Language Teacher/Beck Center/Resignation/Effective 8/23/21	Carly Larkin
6. Jennie Li/Director of Finance/Central Office/Resignation/Effective 9/3/21	Jennie Li
7. Philip Pacheco/Teacher/Beech Elementary/Resignation/Effective 8/23/21	Philip Pacheco
8. Erica Pollard/Teacher/Hilbert/Resignation/8/27/21	Erica Pollard
9. Cecelia Reed/Educational Assistant/Hilbert/Effective 8/13/21	Cecelia Reed
10. Janelle Schaeffer/Teacher/Beech Elementary/Resignation/Effective 8/18/21	Janelle Schaeffer
11. Althea Talbert/Educational Assistant/Hilbert/Effective 8/4/21	Althea Talbert
12. Nicole Williamson/Teacher/Beech Elementary/Resignation/Effective 8/23/21	Nicole Williamson

E. Approve **LEAVE REQUESTS:**

1. Tammy Roth/Educational Assistant/Beech/Effective 8/24/21	Tammy Roth
2. Paulette Rancour/Counselor/Hilbert/Effective 8/26/21	Paulette Rancour

F. Approve **ASSIGNMENT CHANGES:**

1. Frances Borg/Teacher/Beech to MacGowan/Art/Effective 8/30/21	Frances Borg
2. Kellie Carlton/Teacher/Hilbert to RUHS/Effective 8/30/21	Kellie Carlton
3. Paulette Rancour/Counselor/RUHS to Counselor/Hilbert Middle School/ Effective 8/24/21	Paulette Rancour

- | | |
|--|---------------------------|
| 4. Dorie Reed/Accounts Payable/Keeler to Counseling Office/RUHS/Effective 8/25/2021 | Doris Reed |
| 5. Pam Thompson/Secretary/Beech to Hilbert/Secretary/Effective 8/9/21 | Pam Thompson |
| G. Approve SES GROUP NEW HIRES - Effective 8/31/21: | |
| 1. Holly Korchmar/Teacher/St. Isacc Jogues | Holly Korchmar |
| 2. Sarah Nicevski/Teacher/St. Joan of Arc | Sarah Nicevski |
| 3. Donald Pomaville/Teacher/St. Joan of Arc | Donald Pomaville |
| 4. Taylor Rock/Teacher/St. Germaine | Taylor Rock |
| H. Approve New Hires Austin Catholic High School - Effective 8/16/21: | |
| 1. Carla Aranda | Carla Aranda |
| 2. Amanda Carter | Amanda Carter |
| 3. Ronald Glodich | Ronald Glodich |
| 4. Melanie LeDuc | Melanie LeDuc |
| 5. William Nesbitt | William Nesbitt |
| 6. Brandon Rhein | Brandon Rhein |
| I. Approve SES GROUP SEPARATIONS: | |
| 1. Esther Ferraz/Teacher/Resignation/Effective 6/7/21 | Esther Ferraz |
| 2. Andrea Vendittelli/Teacher/Resignation/Effective 8/18/21 | Andrea Vendittelli |
| J. Approve SES GROUP SEPARATIONS: De La Salle High School Teachers - Effective 7/30/21: | |
| 1. Dominic Aldini | Dominic Aldini |
| 2. Jacquelyn Arnold-Stoneman | Jacquelyn Arnold-Stoneman |
| 3. Ronald Barger | Ronald Barger |
| 4. Katarzyna Griffith | Katarzyna Griffith |
| 5. John Hicks | John Hicks |
| 6. Wilson Juncaj | Wilson Juncaj |
| 7. Aarran Meier | Aarran Meier |
| 8. Stephen Schypinski | Stephen Schypinski |
| 9. James Singelyn | James Singelyn |
| 10. Lindsey Tula | Lindsey Tula |

The Board had discussion.

There were questions and answers regarding some items listed on the Check Register.

There were questions and answers regarding a couple of employees listed as New Hires.

Superintendent Witt introduced Scott McCallister, Human Resources Coordinator.

Trustee Bailey requested that the regular Meeting Minutes from July 12, 2021, be amended to include his rebuttal to Secretary Gubachy's statement on page 483 about a study that she had done on student decline in Michigan.

Trustee Bailey asked if the New Hires - Certified Teachers' specialties (e.g., Math) could be listed on the Human Resources section of the Consent Agenda/Human Resources Report.

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Superintendent Witt said yes, it would be listed going forward.

Superintendent Witt introduced Melissa Nickel, Principal at Beech and Misty Evenson, Assistant Principal at Beech.

Yes: 7 No: 0 Motion: Carried (As presented with some questions around minutes)

Action Items:

Action Items

Cost Related to the Conduct of School Elections (May 4, 2021, Bond Election)

Cost Related to the Conduct of School Elections (May 4, 2021, Bond Election)

It was moved by Member Gubachy, supported by Member Osowski, that the Board of Education, approve the Costs Related to the Conduct of School Elections for the May 4, 2021, Bond Election. The total cost of \$62,006.42 was split between Redford Union School District and South Redford School District. The above cost was based on the equal number of precincts in both South and North, precinct workers, chairs, AV Ballots return, and employees' time. Redford Union School District is responsible for \$31,003.21.

The Board had discussion.

There were questions and answers.

Roll Call Vote:

J. Bailey: Yes, R. Gray: Yes, L. Gubachy: Yes, H. Kick: Yes, S. McKee: Yes, J. Osowski: Yes,
E. Pridemore: Yes Yes: 7 No: 0 Motion: Carried

Resolution for Construction Management Services:

Resolution for Construction Management Services

It was moved by Member Gray, supported by Member Osowski, that the Board of Education, at the recommendation of Jasen Witt, Superintendent and the 2021 Capital Bond Project Steering Committee, approve Christman for Construction Management Services for Redford Union Schools which are related to and/or associated with the District's 2021 Capital Bond Project. Pending final negotiation and execution of the contract for services with Christman, payment for such services will be paid out of the 2021 Capital Bond Project Fund.

Roll Call Vote:

J. Bailey: Yes, R. Gray: Yes, L. Gubachy: Yes, H. Kick: Yes, S. McKee: Yes, J. Osowski: Yes,
E. Pridemore: Yes Yes: 7 No: 0 Motion: Carried

Board Resolution of Intent:

Board Resolution of Intent:

It was moved by Member Gubachy, supported by Member McKee, that the Board of Education, approve Rebecca Gray [Board Member Designee(s)] to work with designated representatives of the District administrative team to develop a plan for future video recording of Board meetings for recommendation to the Board no later than the Regular Meeting in July, 2022.

There were questions and answers.

Discussion ensued.

Roll Call Vote:

J. Bailey: No, R. Gray: Yes, L. Gubachy: Yes, H. Kick: Yes, S. McKee: Yes, J. Osowski: Yes, E. Pridemore: Yes Yes: 6 No: 1 Motion: Carried

Items Removed from the Consent Agenda

Items Removed from the Consent Agenda

None.

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

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

None.

Board of Education Communication/Discussion:

Board of Education Communication/Discussion

Trustee Bailey asked about the Committee Meetings not being listed on the Agenda.

Superintendent Witt said that the Committee Meetings had been removed. Those Committees were established under the previous Superintendent(s). Superintendent Witt said that they have not yet determined how they are hopefully going to work together from a governance standpoint.

Vice-President Osowski mentioned that this Friday night is Redford Union vs. Crestwood (home) football game at 7:00 PM. The District is 2/1.

President Pridemore shared that she watched Beech Principal Nickel’s Facebook live feed, and she appreciated the live feed from a parent's point of view. She also thanked the new staff/family members and the existing family members.

Superintendent Witt thanked both the new administrators and the existing administrators, who, in so many ways, had to make plans in this uncertain period. He also included those present: Mrs. La Pointe, Mrs. Robbins, Mrs. Nachman, and Mr. Taylor.

President Pridemore shared that her son had his second audition on American Idol, and they are now waiting on results.

Future Meeting Dates:

Future Meeting Dates

Monday, October 11, 2021 – Board Workshop – 5:30 PM
Board of Education Administrative Offices (Board Room), 17715 Brady St., Redford, MI 48240

Monday, October 11, 2021 – Regular Meeting – 6:30 PM
Board of Education Administrative Offices (Gymnasium), 17715 Brady St., Redford, MI 48240

It was moved by Member McKee, seconded by Member Osowski, to adjourn the meeting at 7:48 PM.

Adjournment

Roll Call Vote:

J. Bailey: Yes, R. Gray: Yes, L. Gubachy: Yes, S. McKee: Yes, J. Osowski: Yes,
E. Pridemore: Yes Yes: 7 No: 0 Motion: Carried

Respectfully Submitted

Lisa Gubachy
Secretary
Redford Union Schools
Board of Education