

REGULAR MEETING MINUTES – BOARD OF EDUCATION
 REDFORD UNION SCHOOLS, DISTRICT NO. 1
 December 14, 2020

Regular Meeting
 12/14/2020

A Regular meeting of the Redford Union Board of Education was held on December 14, 2020, at the Redford Union Board of Education and Administration Building, 17715 Brady St., Redford, MI 48240. The meeting was in-person and virtually on Zoom. A virtual attendance option was due to the COVID-19 virus and the State-recommended limits on indoor gatherings.

President Gubachy called the meeting to order at 6:31 PM.

Call to Order

Present: Caloia, Gray (Late, Virtual), Gubachy, Kick, Osowski, Pridemore, and Robinson (Virtual)
 Absent: None.

Roll Call

The Pledge of Allegiance was recited.

Pledge of Allegiance

President Gubachy welcomed everyone. She wished everyone a great holiday season and hoped they are staying well.

President's Remarks

Interim Superintendent Jasen Witt greeted everyone in attendance. He echoed the holiday wishes to everyone.

Interim
 Superintendent's
 Remark

Interim Superintendent Witt gave a reminder of the virtual Drive 4UR School fundraiser scheduled for December 17, 2020. RU Athletics would receive \$20 per participant. The Drive 4UR School fundraiser information was posted on the District's website and Facebook. The information was also emailed to District staff. Interim Superintendent Witt encouraged everyone to participate.

Interim Superintendent Witt asked Coach Ian Iler to give a presentation on Athletics. RU football team just completed an outstanding season, and in recognition of the team and student players, Coach Iler presented a PowerPoint and a video. Coach Iler said that they are going into the third year as staff, and they are proud to announce that they are on the upper trend on what they set out to accomplish with the outstanding young men. It was the team's second playoff season with the new staff. The team made it to the

Districts Championship game for the second time in school history. Coach Iler thanked the parents, faculty, lunch staff, staff, those who worked the games, trainers, coaches, and more for helping them throughout the years. As of June 2020, they had 45 players. They followed all health and safety rules, and no one tested positive for COVID-19. The PowerPoint highlighted some of the student players. Coach Iler thanked the Board and everyone for allowing them to play.

It was moved by Member Kick, seconded by Member Osowski, to adopt the Agenda of December 14, 2020, Regular Board Meeting as presented.

Yes: 7 No: 0 Motion: Carried

Adoption of
Agenda as
Presented
Carried
as presented

Call to the Audience for Public Participation Regarding Agenda Items:

There were no in-person communications and no virtual public communications posted on the provided link.

Call to the
Audience: Public
Participation
Regarding Agenda
Items

Presentations:

Jonathan Ringlein from Maner Costerisan P.C. presented in-person to the Board the 2019-2020 Financial Audit. The District had a good Audit. However, there were two nonmaterial findings: 1) Unfavorable - Budget Variance (any category that exceeded \$1.00). 2) Unfavorable - Access fund balance in Food Service.

Presentations
2019-2020 Financial
Audit Presentation
by Maner Costerisan
PC

There were no questions.

The Board thanked Mr. Ringlein for his presentation.

Chad Hodkinson, Gallagher Benefits Services, presented virtually to the Board on the Benefits Consulting Services.

Benefit Consulting
Services
presentation by
Gallagher Benefits
Services

Gallagher is a global consulting firm that works with all types of organizations on their benefits, property, and casualty workers' compensation. Mr. Hodkinson and his team focus on benefits consulting.

The retainer for these services would be \$50,400 annually (\$4,200 a month).

There were questions and answers.

The Board thanked Mr. Hodkinson for his presentation.

Interim Superintendent Jasen Witt reported on the following:

Interim
Superintendent
Communication

Remote Work Option:

Interim Assistant Witt said that November 16, 2020, was the first three week pause and that the instructional staff was provided a fully remote work option. Since November 16, 2020, that option had been extended through January 8, 2021. A number of instructional staff are reporting to the buildings on a regular basis and safely. In addition, where possible, the support staff has been provided the flexibility regarding working remote options. Other positions have continued to report on site. He was pleased to report that the number of positive COVID-19 staff members have been very low. He said employees should be making plans to return on January 11, 2021, to a more regular schedule. The District will review things in advance of January 11, 2021 and continue to make a safe work environment for staff. He said that there is also hope that as we move into 2021, the District will be able to provide some in-person learning for the students.

Bond Initiative Planning and Schedule Workshop:

The District is in the planning stages of the Bond Initiative. The key next steps are to plan a Workshop. He would like to schedule the Workshop in January. The Board will check their calendars near the end of the Board meeting to schedule the Workshop.

Communication Received by the Board Secretary:

None.

Secretary of
the Board
Communication

Interim Assistant Superintendent of Business Services Communication:

Interim Assistant Superintendent Nancy Swanson said when she started in the position back in July 2020, one of the top priorities she was given was to finish the property transfer. She was pleased to announce that the transfer of the RAESIDE property has been completed.

Interim Assistant
Superintendent of
Business Services
Communication

Assistant Superintendent of Human Resources and Labor Relations Communication:

Interim Superintendent Witt reported a Tentative Agreement reached with RUEA (Teachers Bargaining Union) on the Economic Re-Opener. The general term of the agreement is an increase that would occur second semester. If approved, it would provide a full step movement for teachers on steps. Some teachers have been frozen on steps for seven school years. For those at the top of the scale, a one-time payment of \$500. Per the union, their members overwhelmingly supported the tentative agreement on a ratification vote.

Assistant
Superintendent of
Human Resources
and Labor Relations
Communication

Administrative Committee Reports:

Building / Facilities Committee: None.

Personnel / Policy Committee: None.

Finance Committee: None.

Curriculum / Achievement Committee: None

Administrative
Committee Reports

Consent Agenda:

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

Consent Agenda
Approved as
presented.

Waived the reading and approved November 9, 2020, Regular Meeting Minutes of the Redford Union Board of Education, as presented.

Regular Meeting
minutes of
November 9, 2020
as presented.

Approved check register list from November 1, 2020 – November 30, 2020, in the amount of \$953,685.67.

Check Register List
November 1-30, 2020

Approved electronic transfers for the month of November 2020, in the amount of \$1,035,089.55.

Electronic Transfers
November 2020

Human Resources:

Approved **SEPARATIONS** requests, as listed below:

- Kareemah Lewis/Social Worker/Beech/Resignation/Effective 12/7/2020
- Jeffrey Williams/Social Worker/Stuckey Center/Resignation/Effective 12/4/2020

Human Resources

Kareemah Lewis
Jeffrey Williams

Approved **NEW HIRE: SES GROUP** request, as listed below:

- Wilson Juncaj/Teacher/Effective 1/5/2021

Wilson Juncaj

Yes: 7 No: 0 Motion: Carried

Action Items:

Action Items

Special Consideration of an Action Item and/or Item(s) Removed from Consent Agenda:

2019-2020 Financial Audit:

2019-2020 Financial
Audit

It was moved by Member Kick, supported by Member Osowski, that the Board of Education, at the recommendation of Nancy Swanson, Interim Assistant Superintendent of Business Services, approve the 2019/2020 Financial Audit completed by Maner Costerisan P.C.

The Board had a discussion.

Member Pridemore thanked those who made the audit run smoothly.

Member Caloia thanked them.

The Board thanked them as well.

Yes: 7 No: 0 Motion: Carried

January 25, 2021 – June 30, 2021, Collective Bargaining Tentative Agreement for the Redford Union Education Association (RUEA) – Economic Re-Opener:

January 25, 2021 –
June 30, 2021
Collective Bargaining
Tentative
Agreement for the
Redford Union
Education
Association (RUEA) –
Economic Re-
Opener

It was moved by Member Pridemore, supported by Member Osowski, that the Board of Education, at the recommendation of Jasen Witt, Interim Superintendent, adopt the Tentative Agreement between Redford Union Schools and the RUEA (Teachers) on the Economic Re-Opener for the Second Semester of the 2020/2021 school year.

ROLL CALL:

S. Caloia: Yes, R. Gray: Yes, L. Gubachy: Yes, H. Kick: Yes, J. Osowski: Yes,

E. Pridemore: Yes, J. Robinson: Yes Yes: 7 No: 0 Motion: Carried

Resolution Regarding the Open Meeting Act:

Resolution Regarding
the Open Meeting Act

It was moved by Member Caloia, supported by Member Osowski, that the Board of Education, at the recommendation of Jasen Witt, Interim Superintendent, approve the Resolution Regarding the Open Meeting Act.

Member Gray asked for an explanation of the Open Meeting Act.

Interim Assistant Superintendent Witt gave a response. Due to the Pandemic, the Legislative created greater allowances to allow for virtual meetings such as the one the District was trying to successfully navigate through tonight. Those allowances require the District to modify and adopt somethings that the previous Open Meeting Act did not permit.

ROLL CALL:

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

Resolution Regarding Benefit Consulting Services:

It was moved by Member Pridemore, supported by Member Osowski, that the Board of Education, at the recommendation of Jasen Witt, Interim Superintendent, approve the District to engage the services of Gallagher Benefit Services for employee benefits consulting per the terms of the proposed Consulting Agreement between Gallagher and Redford Union Schools effective January 1, 2021.

Resolution Regarding
Benefit Consulting
Services

ROLL CALL:

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

Resolution Regarding 2021 Bond Initiative

It was moved by Member Kick, supported by Member Osowski, that the Board of Education, at the recommendation of Jasen Witt, Interim Superintendent, and the members for the Building/Facilities Committee, approve the Resolution Regarding the Board's intention to continue with the necessary planning for, and to move forward with, a 2021 District Bond Initiative.

Resolution
Regarding 2021
Bond Initiative

ROLL CALL:

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

Section 504 Grievance Procedures:

It was moved by Member Osowski, supported by Member Kick, that the Board of Education, at the recommendation of Carol La Pointe, Director of Student Services, approve the Section 504 Grievance Procedures.

Section 504
Grievance
Procedures

The Board had a discussion.

Interim Assistant Superintendent Witt will assign a designee by the end of the week.

Yes: 7 No: 0 Motion: Carried

2020-2021 (Second Semester) Schools of Choice (SOC) - Enrollment of Non-Resident Students

2020-2021 (Second Semester) Schools of Choice (SOC) - Enrollment of Non-Resident Students

It was moved by Member Caloia, supported by Member Kick, that the Board of Education hereby authorizes Jasen Witt, Interim Superintendent or his designees, the authority to enroll an unlimited number of students for the Second Semester of the 2020/2021 school year. Such students being only those students who are eligible for grades K through 6 and grade 9. Additionally, a limited number of students: 20 for Grade 7, 20 for Grade 8, 25 for Virtual Online, 10 for grade 10, and 10 for grade 11 may be enrolled. This is pursuant to both Section 105 and Section 105c of the State Aid Act and in accordance with all other relevant statutory provisions.

The Board had a discussion.

School of Choice will reopen for second semester due to low enrollment. The initial SOC was for 1st semester.

New students would be accommodated with Chromebooks as soon as possible.

ROLL CALL:

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

District COVID-19 Preparedness and Response Plan:

District COVID-19 Preparedness and Response Plan

It was moved by Member Caloia, supported by Member Pridemore, that the Board of Education, at the recommendation of Jasen Witt, Interim Superintendent, approve the continuation of the District's COVID-19 Preparedness and Response Plan including the primary provision of remote instruction for District students for the first semester of the 2020/2021 school year with the exception of any limited capacity in-person learning alternative(s) that have been previously approved by the Board.

ROLL CALL:

S. Caloia: Yes, R. Gray: Yes, L. Gubachy: Yes, H. Kick: Yes, J. Osowski: Yes,
E. Pridemore: Yes, J. Robinson: Yes Yes: 7 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:
Mr. Jim Bailey, representing himself, addressed the Board regarding building community relationships and Christmas card greetings.

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

The Board thanked Mr. Bailey and said, not at this time; however, it may be something that could be discussed in the future.

Board of Education Communication/Discussion:
Member Caloia thanked Member Kick for his service.

Board of Education
Communication/
Discussion

Member Pridemore thanked Member Kick.

President Gubachy read her card and thanked Member Kick for his service to the Board, and his dedication to the students, District, and Community is commendable. Happy Holidays to him and his family.

Member Robinson thanked Member Kick.

Member Kick said it had been an honor working with everyone. He said great Board, great people, and that he was not going anywhere; he will be on the other side of the table.

Member Robinson thanked Member Kick for being her guide as a new member.

The Board wished everyone a safe and Happy Holidays.

The Board agreed to schedule the Workshop for January 25, 2020 at 6:00 PM at Redford Union High School (Library).

Future Meeting Dates:

Future Meeting
Dates


- A. Monday, January 11, 2021 – Facilities Committee Meeting – 5:30 PM
Keeler Building (Conference Room), 17715 Brady St., Redford, MI 48240
- B. Monday, January 11, 2021 – Regular Meeting – 6:30 PM
Keeler Building (Gymnasium), 17715 Brady St., Redford, MI 48240
- C. Monday, January 25, 2021 – Workshop – 6:00 PM
Redford Union High School (Library), 17711 Kinloch, Redford, MI 48240

It was moved by Member Osowski, seconded by Member Kick, to adjourn the meeting at 8:14 PM.

Adjournment

Yes: 7 No: 0 Motion: Carried

Respectfully Submitted,


Jennifer Robinson (Jan 6, 2021 11:10 EST)

Jennifer Robinson
Secretary
Redford Union Schools
Board of Education