

SPECIAL MEETING MINUTES – BOARD OF EDUCATION
REDFORD UNION SCHOOLS, DISTRICT NO. 1
June 22, 2020

Special Meeting
6/22/2020

A Special meeting of the Redford Union Board of Education was held June 15, 2020, via Zoom due to the extension of Governor Whitmer’s Executive Order 2020-21 which prohibits all public gatherings of any number of people until after June 12, 2020. However, the order was lifted on June 1, 2020 with restrictions. This requires the Redford Union School Board to meet electronically.

Zoom Link:

<https://us02web.zoom.us/j/6356467132?pwd=ZTIQby9YTW53NE9aSFJ1YitEdjVyQT09>

Meeting ID: 635 646 7132

Password: RUStrong

President Gubachy called the meeting to order at 6:30 PM

Call to Order

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

Roll Call

Absent: Robinson

President Gubachy asked everyone to please place their cell phones on silent or vibrate. She thanked everyone for joining.

President’s Remarks

It was moved by Member Osowski, seconded by Member Kick, to adopt the agenda of June 22, 2020, Special Board Meeting as presented.

Adoption of
Agenda as Presented

ROLL CALL:

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

E. Pridemore: Yes, J. Robinson: ABS

Yes: 6 No: 0 Motion: Carried

Board of Education Discussion:

Interim Superintendent:

Board President Gubachy stated that Superintendent Dr. Sarena Shivers and others from the Administrative Group recommended that the Board appoint Jasen Witt, the current Assistant Superintendent of Human Resources and Labor Relations, as the Interim Superintendent.

Board of Education
Discussion
Interim Superintendent

The Board addressed several questions to Mr. Witt.

Trustee Caloia asked if Mr. Witt had any classroom experience.

Mr. Witt said he does not have classroom experience at the high school or elementary level; however, he has taught some college courses before.

President Gubachy shared that it was brought to her attention that Mr. Witt had taken Superintendent classes for the Administrative Certification. She asked Mr. Witt if that was true.

Mr. Witt stated that he had completed the Aspiring Superintendent Academy through the Michigan Leadership Institute.

Trustee Gray asked Mr. Witt what his thoughts were about stepping into the Superintendent role and any areas where he feels it would be challenging.

Mr. Witt stated that he would be excited for the opportunity to be the Interim Superintendent of Redford Union Schools. He has enjoyed getting to know people in the district and working with the Administrative team. Mr. Witt also stated that this is a difficult and challenging time for anyone in an administrative capacity in public schools given all of the uncertainties, funding, and the virus as they look to re-entry of schools in the Fall. He stated that he has experience in multiple school districts of various sizes. He has previous experience in administration at the Central Office and Cabinet-level, and he believes he is up to the tasks.

Trustee Caloia mentioned that Mr. Witt's current position and Superintendent's position are both full-time plus jobs. She asked if he is appointed Interim Superintendent who would do his current job.

Mr. Witt said initially he would continue to perform the vast majority of his current Human Resources and Labor Relations functions. However, he has some individuals in mind that he could consider on an interim basis, potentially if the need arises. The only way the district will get through everything, no matter if he is Interim or not, is by working together as a team. He stated that he had discussions with some members of the Administrative team, and they have expressed support for him. The Administrative staff also understands that some of them would potentially have to take on some additional responsibilities as well.

He stated that some of the academic items would be delegated to some of our very experienced building principals.

Secretary Kick said that he has concerns with everything that is going on, the budget, schools, not knowing how or if the schools will re-open. There are a lot of things to pay attention to, and he is concerned about overloading someone. He said that currently, Mr. Witt is the district's primary negotiator as well. He asked Mr. Witt if he is ready to dedicate that much time over the next 2-3 months or however long it takes to select a Superintendent.

Mr. Witt answered yes, and negotiations are underway, and he has continually been working on negotiations and in discussions with the unions. He understands that it is a big role and a big responsibility and a critical time for the school district. Again, working together with the district's leadership team and staff as we develop plans for the Fall, and he is up to the tasks.

Trustee Gray asked President Gubachy how long she thinks the Superintendent hiring process would take.

President Gubachy stated that it depends on who is out there looking to be a Superintendent. The last time it took less than 90 days.

Trustee Gray stated the following for confirmation: That there is a proposal to appoint Mr. Witt, the Board would hire a Superintendent then Mr. Witt would continue in his role as Assistant Superintendent of Human Resources and Labor Relations.

President Gubachy confirmed. She said that there is no name in the motion; there was no conclusion; it was only what was recommended. The last time they appointed an Interim Superintendent it took about 90 days, and they had a committee of three Board members at the appointing of the Interim. For the record, she stated that the last time they approved an Interim contract it had a 90 days' notice and at that next Board meeting, they gave the 90 days' notice so that they would not have two Superintendents.

A committee of three would meet and negotiate with Mr. Witt regarding his contract.

Vice-President Pridemore shared her thoughts. She spoke with almost all of the building administrators, and they all highly recommended Mr. Witt. Everything that she heard was positive, and they offered to help in any way. She said the reality is whoever is appointed, they would be doing two people jobs. A Superintendent search may not be easy this time with everything that is going on. They could be looking at an Interim for the entire school year and they need consider those things when they appoint and negotiate an Interim Superintendent.

Superintendent Search:

President Gubachy said that they solicited input and quotes from 2-3 firms that handle Superintendent searches in the past. She sent a request for quotes to Michigan Association of School Boards (MASB), Michigan Leadership Institute, and a third firm (she could not think of the name.) She left it open for a possibility for them to speak at this evening's meeting, but she did not receive any notice from the Board on if it was desired or not. However, she received one quote from MASB, and their current fee for finding a Superintendent was \$6,400.00.

Superintendent Search

President Gubachy stated that they had used MASB in the past. The Board would give more time to hear from the other firms, and if she does not hear from them in the next week, she will reach back out to them. She asked if anyone had suggestions or concerns.

Trustee Caloia said she was glad President Gubachy reached out to MASB.

The Board agreed on inviting the firm(s) to present at the July 13, 2020, Regular Board Meeting.

Calendar Considerations:

President Gubachy mentioned that four of the Board members have not participated in a Superintendent search. She said it is a lot of work, and some weeks are 15-20 hours of meetings. They were reviewing resumes, talking with people, and focus groups.

Calendar Considerations

Trustee Caloia added that it is a very time-consuming process.

Vice-President Pridemore added that last time they had about 50 resumes. Be prepared for a lot of reading.

Trustee Caloia gave a reminder that that is what the seven Board members signed up for, the main function of the Board is to hire the Superintendent and enforce policy.

Ms. Orr asked for a copy of the Budget that was presented at the last Board Meeting.

Call to the Audience
on Special Meeting

Jackie Warren Administrative Assistant to the Superintendent and Board of Education, will send the Budget information to Ms. Orr.

Action Item:

Appoint Interim Superintendent

It was moved by Member Pridemore, seconded by Member Caloia, that the Board of Education appoint Mr. Jasen Witt as Interim Superintendent, effective July 1, 2020, until a Superintendent is hired.

Action Item
Appoint Interim
Superintendent

Trustee Gray thanked Mr. Witt for his enthusiasm for taking on the role.

Mr. Witt stated that he was excited and thanked for Board for the opportunity.

ROLL CALL:

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

E. Pridemore: Yes, J. Robinson: ABS

Yes: 6 No: 0 Motion: Carried

The Board congratulated Mr. Witt.

Vice-President Pridemore, Secretary Kick, and Treasurer Osowski volunteered to be on the Board Committee to negotiate with Mr. Witt on his Interim Superintendent contract.

Board of Education
Communication/
Discussion

Trustee Gray thanked Pridemore, Kick, and Osowski for volunteering.

Vice-President Pridemore asked if they would be inviting Dr. Shivers to the July 13, 2020 Regular Board Meeting to thank her face-to-face for all that she has done over the past five years.

President Gubachy said yes that they could certainly invite Dr. Shivers, and that she would have started her new position by that time. She also mentioned that when things loosen up, they plan to get an outside venue and invite the people that have retired or move along, and Dr. Shivers said she would be happy to attend.

Future Meeting Dates:

- A. Monday, July 13, 2020 – Facilities Committee Meeting - 5:30 PM
Board of Education Administrative Offices, 17715 Brady Street, Redford, MI 48240
- B. Monday, July 13, 2020 – Organizational Meeting – 6:15 PM
Board of Education Administrative Office, 17715 Brady Street, Redford, MI 48240
- C. Monday, July 13, 2020 – Regular Meeting – 6:30 PM
Board of Education Administrative Office, 17715 Brady Street, Redford, MI 48240

Future
Meetings/
Dates

The above meetings location is tentative and may be moved to a different location due to the social distancing. We will provide confirmation of the location at a later date.

It was moved by Member Osowski, seconded by Member Caloia to adjourn the meeting at 6:55 PM.

Adjournment

ROLL CALL:

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

E. Pridemore: Yes, J. Robinson: ABS

Yes: 6 No: 0 Motion: Carried

Respectfully Submitted,

A handwritten signature in blue ink, reading "Harry J. Kick, III". The signature is written in a cursive style with a large, stylized initial "H".

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