

REGULAR MEETING MINUTES – BOARD OF EDUCATION  
REDFORD UNION SCHOOLS, DISTRICT NO. 1  
December 12, 2022

Regular Meeting  
12/12/2022

A Regular meeting of the Redford Union Board of Education was held on December 12, 2022, at Redford Union High School, 17711 Kinloch, Redford Twp., MI 48240.

President Pridemore called the meeting to order at 5:15 PM.

Call to Order

Present: Bailey, Gubachy, Kick, McKee, Osowski and Pridemore  
Absent: Gray

Roll Call

The Pledge of Allegiance was recited.

Pledge of Allegiance

President Pridemore

President's Remarks

President Pridemore welcomed everyone and asked that everyone please place their cell phones on silent. She mentioned that she would have additional remarks during board communications.

It was moved by Member McKee, seconded by Member Osowski, to adopt the Agenda of December 12, 2022, Regular Board Meeting as presented.

Adoption of  
Agenda as presented

Yes: 6 No: 0 Motion: Carried

Call to the Audience for Public Participation Regarding Agenda Items:

Call to the Audience:  
Public Participation  
Regarding Agenda Items

None.

Presentations:

Presentations

2021-2022 Financial Audit, Maner Costerisan PC

2021-2022 Financial  
Audit, Maner Costerisan  
PC

Johnathan Ringlein presented the audit. The presentation was a summary of the audit report (The complete Audit Report is posted on the District's Website.)

Listed below are the **Financial Statement Findings:**

2022-001 – Journal Entries / Account Reconciliations

2022-002 – Timeliness of Bank Reconciliations

2022-003 – Unfavorable Budget Variances

2022-004 – Excess Fund Balance Food Service

**Other Issues:**

Timeliness of Federal Draws

Credit Card Receipts

Title I Parental Involvement

There were questions and answers.

President Pridemore stated for the record that if the budget varies even by \$1.00, MDE requires that the auditor give a finding. The district is not being irresponsible with their money.

New Employee(s) Spotlight Update – Judy Nachman, Exec. Director of Human Resources & Labor Relations

New Employee(s)  
Spotlight Update

Beck Education Center:

- Regina Bazan, Secretary
- Denice Duquet, Occupational Therapist

Keeler Elementary:

- Ruby Aguilar, Educational Assistant
- Halah Isam, Academic Teaching Assistant
- Danielle Little, Educational Assistant
- Sarah McCracken, Speech Pathologist

Keeler Administration Building:

- Lyn Adolfo, SEL Specialist
- Tiffany Carlton, SEL Specialist
- Taylor Rais, SEL Specialist

Beech Elementary:

- Stacey Mendez, Secretary

Hilbert Middle School:

- Anthony Hayes, Language Arts Teacher

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## Redford Union High School:

- Michael George, Art Teacher
- Judy Moore, Special Education Resource Room
- Seleste Murillo, Educational Assistant
- Matt Sypniewski, English Teacher

## Stuckey Center:

- Melynda Green

## Familiar Face, Same Place, New Role:

- Jill Burch, 6<sup>th</sup> Grade Student Success Coordinator
- Susan Ureste, Best Practices Coach (RUHS)

## Current Open Positions:

- Assistant Principal Hilbert (interviews on December 12, 2022)
- Student Services Director (interviews scheduled for December 15, 2022)
- SEL Coordinator (interviews scheduled for December 16, 2022)
- ASD Teacher Hilbert (open since August)
- Special Education Resource Room Hilbert (new classroom)
- Special Education Resource Room RUHS (new classroom)
- English Teacher Hilbert
- Math Teacher Hilbert (Jill Burch is in the position until filled)
- Social Worker RUHS (new position)
- Spanish Teacher RUHS (to fill December 9, 2022, retirement)

There were questions and answers.

## Superintendent Communication:

Superintendent  
Communication:

Staff Members of the Month – Jasen Witt, Superintendent

Staff Members of the  
Month

Congratulations to the following winners of the Staff Members of the Month of December 2022:

- Rachel Henning, General Accountant, Accounts Payable (Keeler Administration)
- Jerry Jasco, Custodian, Giant Janitorial (Beck Center)
- Stacy Pace, Teacher (MacGowan @ Keeler)
- Lori Scharr, Teacher (Beech Elementary School)
- Anisha Jordan, Teacher (Hilbert Middle School)
- George Sparks, Security, EduStaff (Redford Union High School)
- Kristin Kusisto, Teacher (Day Treatment)

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Calendar of Events 12/12/2022 thru 1/17/2023 – Jasen Witt, Superintendent:

Calendar of Events  
12/12/2022 thru  
1/17/2023

The Calendar of Events will be posted on Facebook and the District’s website.

December 2022 Board Brag Book – Jasen Witt, Superintendent

December 2022 Board  
Brag Book

This Brag Book will also be posted on the District’s Website.

MacGowan @ Keeler – Keeler School had a wonderful assembly before Thanksgiving based on our PBIS theme of the month, gratitude. Guy Louis, from World of Music, brought a variety of Native American instruments to explore concepts of gratitude, unity, equality, and community with lots of audience participation in dancing, singing, and playing authentic Native American shakers.

MacGowan @ Keeler – Keeler School celebrated our PBIS theme of gratitude through a dance party. It was a joyful community experience.

MacGowan @ Keeler – Local 98 Plumbers ( Carmen Wisniewski's husband's employer) donated \$500 to fund our Wave to Santa event. Rufus Hamilton, the Local 98 business agent for this area presented the check to Janet Rensock, one of the organizers of the event. Thank you Local 98!

Beech – Over the past month the Beech PBIS Kid’s Council has been working hard to plan a school-wide celebration. The council, which consists of one student from every class, had to come up with ideas for a 5-station rotation. The group voted to celebrate Mindfulness and Empathy by having students participate in the following activities building a sensory bottle, writing meaningful letters, mandala coloring, classroom yoga, and relaxing while watching part of a movie. In order for this celebration to be successful the group helped to collect and fill over 450 sensory bottles and voted on each aspect of each station. The group successfully threw a celebration for every student in the school and helped lay the groundwork for developing a more mindful and empathetic Beech Elementary. Special thanks go out to Mr. Maples, Ms. Dina, Ms. Jonesy, Mr. Calhoun, Ms. Jazzlyn, and Ms. Nickel for running the stations that all students went to!

Beech – This year we have intentionally focused on our math language by providing all teachers math professional development throughout the year. The professional development includes onsite coaching, modeling by trainers, and then implementation. Teachers across the building have been implementing Math Talks and our students have been doing an amazing job of incorporating mental math and math strategies into their learning!

Beech – As we wrap up 2022, we have much to be thankful for and so many to show gratitude to in our building. This month each of our staff members was given a Gratitude Jar and everyone has been encouraged to write notes of affirmation or appreciation for each other. These will be shared with the staff at the December Staff meeting to ensure that they all feel the love prior to heading to Winter Break!

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Hilbert – At Hilbert Middle School we continue to be proactive in not only pushing students to excel academically, but also guiding them to become good citizens who make the right decisions. One of our SEL specialists, Tiffany Carlton, has been conducting Lunch and Learn sessions with groups of students. Students come down and get their lunch and then return to the SEL room for a presentation on topics such as being a good friend, treating others with respect and peaceful conflict resolution. The students are getting huge value out of this and are clamoring to sign up each week! In an effort to reach our struggling students, we are assigning this group of students a staff member who will act as their success coach. Students will check in with their success coach once a week and will also use daily progress reports as a means of personal accountability and responsibility. All students were invited to participate in a school wide field trip on December 14th. This ‘We Beats the Street’ play is another means to educate students on the importance of perseverance, believing in themselves, working toward their goals and how the decisions they make today can potentially affect the rest of their lives.

Hilbert – The pictures are from our fall football banquet where our student athletes were celebrated for their hard work and rewarded for their leadership by head Coach, Isaac Grant.

Redford Union High School – RUHS band students Nasir Thedford, Milo Koltowicz, and Lance Gray received invitations to audition for the Kent State University All-Star Band – which is an honor band that brings high school students from Ohio, Michigan, and Pennsylvania to campus for an intense two-day training and music-making opportunity. This All-Star band is highly selective. Our students will get to rehearse and perform with talented students from school districts around all three states. They will be taught by college professors, conductors, and professional performers. In January, Nasir, Milo, and Larry will head to Ohio to rehearse pieces and train for a concert that they will perform in under 24 hours. Congratulations!

Redford Union High School - On Friday, Redford Union High School's National Honor Society and Early College & Careers students partnered with the Redford Goodfellows to pack boxes of food and prepare Christmas presents for children within the Redford community. Redford Union Schools will proudly continue to work side-by-side with the Redford Goodfellows to provide for our community.

Redford Union High School - Central Michigan University Head Football Coach Jim McElwain visited Redford Union High School this week to meet with CMU commits Kyren Ware and Jeremiah Alston-Jackson - who were both named 1st Team All-State this season. Alston-Jackson was also named to the All-State Dream Team. Congratulations!

Redford Union High School - The students listed below will proudly make up our inaugural Dollars for Scholars cohort. Aside from being a scholarship program, students in grades 10 through 12 participate in programming that includes tailored campus visits, post-secondary application assistance, etiquette, and networking workshops, FAFSA completion, leadership development, and SAT preparation.

Rae-Lynn Branch

Ryan Branch  
Alahna Davies  
Ciara Finch  
Makayla Hunt  
Chloe Tyson  
Syndel Washington  
Jamar West  
Joshua White  
Alexis Williams

Congratulations to the students listed above!

Redford Union High School – Redford Union High School sponsored a Christmas Toy Drive. They were asking for donations of new (still in the package and unwrapped) toys for local children in our community. All toys would be given to the Redford Goodfellows for distribution.

Stuckey Day Treatment – ADT students and Mr. Pearce worked extra hard to make papier Mache pumpkins this season, and they were absolutely beautiful!

Veritas Alternative Education – On October 28, 2022, several Veritas students volunteered at MacGowan's (@ Keeler School) Halloween Family Night. They helped our district's youngest students at the event's craft table and helped with clean up. Thank you, David Stewart, LaSandrea Pounds, Lamareia Pounds, Victor Foreman, and Julian Allen for showing the MacGowan students and our community how much you care!

Merry Christmas and Happy New Year!

New School Accountability System – Jasen Witt, Superintendent

The State has a new rating system for schools and accountability system for schools and as part of that process, districts will be learning more over the next few weeks about how our schools are going to receive support and technical assistance from the Michigan Department of Education (MDE) in particular, the Office of Educational supports with regards to technical assistance and guidance that they will be giving the Districts. It is going to be much of the school improvement work that we are already engaged in and is just going to continue, but the Districts will have additional support from MDE. The District has been assigned a person who they actually work with some of their Title I dollars and other things. MDE will be hosting some virtual sessions. We will continue our work with some enhanced support from the State relative to addressing the learning needs of our students and building comprehensive plans to continue to work to address those needs.

## Communication Received by the Board Secretary:

None.

Secretary of  
the Board  
Communication, Lisa  
Gubachy

## Chief Financial Officer's Communications:

It was mentioned that coming up on the agenda, the Business Office will have a couple of recommendations for the Board to vote on. One was Second Semester School of Choice. After some consultation they will be asking to open up school choice for the 2nd semester. an unlimited number of students for the second semester of the 2022/2023 school year, with such students being only those students who are eligible for grades K-8 pursuant to Section 105/105c of the State Aid Act and in accordance with all other relevant statutory provisions.

The Board will be asked to adopt the Annual summer tax resolution for 2023 which will allow them to reach out to the taxing authorities to levy and then it will allow them to collect on that for the District.

The third item on there on the agenda was going to be the automotive shop equipment which was discussed at the last meeting. This recommendation is to authorize the District to purchase an alignment rack and a scissor lift from Mohawk lifts, which is within the consortium. That is \$121,640, essentially. And then two Pro-Cut Lathes \$25,270, which is a non-consortium, but we have two bids on that the other is consortium bid of \$23,131. And as you recall, the Pro-Cut Lathes were what was preferred by the Auto shop teacher.

The Business Office is continuing to work on their processes and procedures, relationships with the banks, and the services they are using. At some point before the end of the year they will start implementing electronic payments ACH payments instead of using checks.

## Executive Director of Human Resources and Labor Relations Communication:

None.

Executive Director of  
Human Resources and  
Labor Relations  
Communication,  
Judy Nachman

## Executive Director of Curriculum &amp; Technology Communications:

Mrs. Crenshaw was not in attendance, but she did provide information to be shared with the Board.

Executive Director of  
Curriculum &  
Technology, Kim  
Crenshaw

Superintendent Witt read the following information that was provided by Mrs. Crenshaw regarding Action Item 5 – Extreme Network Switch Support Renewal

By renewing, the license will allow us to have maintenance done on any of the switches in the district should something happen to them. The switches are basically what operates most of our technology, including our cameras and network drops that are plugged into them, and this is just a license renewal, so those things can continue to be serviced when needed.

Consent Agenda:

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

Waived the reading and approved November 14, 2022, Regular Meeting Minutes of the Redford Union Board of Education, as presented.

Approved check register list from November 1 - 30, 2022, in the amount of \$945,243.13.

Approved electronic transfers for the Month of November 2022 in the amount of \$2,307,968.19.

Human Resources Recommendations:

Approved NEW HIRES: Certified as listed below:

- Anthony Hayes/Hilbert/ELA Teacher/Effective 11/16/22
- Matthew Sypniewski/RUHS/ELA Teacher/Effective 12/1/22

Approved NEW HIRES: Non-Certified as listed below:

- Halah Isam/Keeler Elementary/Academic Teaching Assistant/Effective 11/21/22

Approved LEAVE REQUEST as listed below:

- Hamzah Abdur-Rahman/Beech/Teacher/Effective 12/7/22

Approved SEPARATIONS as listed below:

- Kim Cuevas/RUHS/Teacher/Retirement/Effective 12/9/22
- Christine Walters/Keeler Elementary/Academic Teaching Assistant/Resignation/Effective 12/23/22

Yes: 6 No: 0 Motion: Carried

Action Items:

2021-2022 Financial Audit:

Moved by Member Osowski, Seconded by Member Kick, that the Board of Education, at the recommendation of Michael Beltinck, Chief Financial Officer, approve the 2021-2022 Financial Audit completed by Maner Costerisan P.C.

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Consent Agenda  
Approved as presented

Regular Meeting  
minutes of  
November 14, 2022, as  
presented

Check Register List  
November 1-30, 2022

Electronic Transfers  
November 2022

Human Resources  
Recommendations

Anthony Hayes  
Matthew Sypniewski

Halah Isam

Hamzah Abdur-Rahman

Kim Cuevas  
Christine Walters

Action Items

2021-2022 Financial  
Audit



J. Bailey: Yes, R. Gray: ABS, L. Gubachy: Yes, H. Kick Yes, S. McKee: No, J. Osowski: Yes,  
E. Pridemore: Yes Yes: 5 No: 1 Motion: Motion Carried

2022-2023 Second Semester Schools of Choice (SOC) - Enrollment of Non-Resident  
Students:

Moved by Member Gubachy, Seconded by Member Osowski, that the Board of Education  
that the Board of Education hereby authorizes, Jasen Witt, Superintendent or his  
designees, the authority to enroll an unlimited number of students for the second  
semester of the 2022/2023 school year, with such students being only those students  
who are eligible for grades K-8 pursuant to Section 105/105c of the State Aid Act and in  
accordance with all other relevant statutory provisions.

2022-2023 Second  
Semester Schools of  
Choice (SOC) -  
Enrollment of Non-  
Resident Students

J. Bailey: Yes, R. Gray: ABS, L. Gubachy: Yes, H. Kick Yes, S. McKee: Yes, J. Osowski: Yes,  
E. Pridemore: Yes Yes: 6 No: 0 Motion: Motion Carried

Annual Summer Tax Resolution 2023:

Moved by Member Osowski, Seconded by Member Kick, that the Board of Education, at the  
recommendation of Michael Beltinck, Chief Financial Officer, approve the Annual Summer  
Tax Resolution 2023.

Annual Summer Tax  
Resolution 2023

J. Bailey: Yes, R. Gray: ABS, L. Gubachy: Yes, H. Kick Yes, S. McKee: Yes, J. Osowski: Yes,  
E. Pridemore: Yes Yes: 6 No: 0 Motion: Motion Carried

Auto-Shop Equipment Purchase Resolution:

Moved by Member McKee, Seconded by Member Kick, that the Board of Education, at the  
recommendation of Jasen Witt, Superintendent, and Michael Beltinck, Chief Financial  
Officer, approve the purchase of the following equipment for the Redford Union High School  
CTE Automotive Shop: (1) alignment rack, (1) scissor lift and (2) Pro-Cut Lathes. The  
cumulative cost of this equipment is not to exceed \$147,000.00.

Auto-Shop Equipment  
Purchase Resolution

J. Bailey: Yes, R. Gray: ABS, L. Gubachy: Yes, H. Kick Yes, S. McKee: Yes, J. Osowski: Yes,  
E. Pridemore: Yes Yes: 6 No: 0 Motion: Motion Carried

Extreme Network Switch Support Renewal:

Moved by Member Osowski, Seconded by Member Kick, that the Board of Education,  
approve the renewal of the support subscription for the network switches throughout the  
District in the amount of \$25,213.89. This would be a one-year renewal and will allow our

Extreme Network Switch  
Support Renewal

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support team to monitor the switches as well as call for service should they have any malfunctions.

J. Bailey: Yes, R. Gray: ABS, L. Gubachy: Yes, H. Kick Yes, S. McKee: Yes, J. Osowski: Yes, E. Pridemore: Yes Yes: 6 No: 0 Motion: Motion Carried

Setting Superintendent Goals for 2022-2023 School Year:

Setting Superintendent Goals for 2022-2023 School Year

Moved by Member Gubachy, Seconded by Member McKee, that the Board of Education, at the recommendation of Jasen Witt, Superintendent, approve the Superintendent Goals for the 2022-2023 School Year as presented in the November 14, 2022, Regular Meeting.

J. Bailey: Yes, R. Gray: ABS, L. Gubachy: Yes, H. Kick Yes, S. McKee: Yes, J. Osowski: Yes, E. Pridemore: Yes Yes: 6 No: 0 Motion: Motion Carried

There were questions and answers.

Trustee Bailey asked for more specific expectations.

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.

Superintendent's Remark:

Superintendent's Remark:

December is Board of Education Recognition Month. He gave a public thank you to all of the members of our Board of Education. He knows for one that this has not been an easy period of time for members of the board of education anywhere, so he appreciates their service to our district. He appreciates their support. Again, thank you again for the things that they do and the time that they give to the district to keep things moving forward and doing so in a physically responsible way and in a way that is committed to our students and our staff as well.

Board of Education Communication/ Discussion:

A short video clip of a few students from Keeler Elementary saying thanks you for your service was shared with the Board.

Superintendent Witt also said that three of our long-standing board members decided unfortunately, for a variety of reasons, not to run for reelection for the Board of Education, which means this is the last regular board meeting for Mrs. Gubachy Mrs. McKee, and also Mr. Kick at least this time around. He said that they are always welcome to run in the future when seats are available, but he did want to sincerely thank them.

President Pridemore stated that it has been a pleasure to serve with all of them and she shared words with each member. She started with Harry, she thanked him for being her sounding board and for letting her call him and say all kinds of words. And they are just. Like it is OK, I have learned, take a deep breath. She appreciates that he helps her get her words in order so that they are professional when she is angry. For his years of service, not only to this board, but to the kids of this district. Friday Night Football games to parent clubs. Just stepping up not once but twice to fill vacancies on this board.

To Sherri McKee, she said she remembers my first year in this district as a parent was the year that we closed Keeler and Sherri's passion for fighting for what is right and not being afraid. She does not ever back down, and she does not care if she ruffles some feathers and that taught Mrs. Pridemore that it was okay to be in this position and still speak our mind and speak our heart. She said that Mrs. McKee took her under her wings and thanked her for always fighting for our kids.

To Lisa Gubachy, she said she hopes to be even 1/10th of the leader that she is for this board. She led them through some really hard times. When our teachers were not happy, when our parents were not happy. Times when they had to hire superintendents, times when we had to close buildings, and it was always done with dignity and grace. She believes Mrs. Gubachy is the definition of grace under fire. She never let them see her sweat. She does not think she has ever seen Mrs. Gubachy raise her voice at this table, and she strives really hard to be that level of leader. Thank you for your years of service and she appreciates all that she has done.

The three members received a unique token of appreciation.

Board of Education Communication/Discussion:

There was a motion to end the meeting on a positive note.

It was moved by Member Osowski, seconded by Member Gubachy, to adjourn the meeting on a positive note without Board Communication/Discussion at 7:00 PM.

Yes: 7 No: 0 Motion: Carried

Future Meeting Dates:

Monday, January 9, 2022 – Board Workshop – 5:00 PM  
Redford Union High School (Library), 17711 Kinloch, Redford Twp., MI 48240

Tuesday, January 17, 2022 (Rescheduled due to Winter Break/MLK Day)  
Organizational Meeting – 5:00 PM with Regular Meeting (Immediately Following  
Organizational Mtg.)  
Redford Union High School (Library), 17711 Kinloch, Redford Twp., MI 48240

Monday, February 13, 2022 – Regular Meeting – 5:00 PM  
Redford Union High School (Library), 17711 Kinloch, Redford Twp., MI 48240

Adjournment:  
7:00 PM.

Adjournment

Respectfully Submitted

Lisa Gubachy  
Secretary  
Redford Union Schools  
Board of Education