

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

Regular Meeting
 12/13/2021

A Regular meeting of the Redford Union Board of Education was held on December 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 6:30 PM.

Call to Order

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

Roll Call

The Pledge of Allegiance was recited.

Pledge of Allegiance

President Pridemore

President's Remarks

The Board and attendees took a moment of silence out of respect of the recent tragedy in the neighboring school district.

President Pridemore said that their hearts break for the students, families, and the Board members in Oxford. She wanted to send a message of solidarity to the Board members, parents, and community members. Redford Union Schools stands with Oxford.

President Pridemore reminded the public that the video recording that was taking place was being done so by a Board member. Therefore, it is not under the ownership of this District. Any such liability or request that may come from that recording is not to succumb to the District, it is the possession of Trustee Bailey.

Superintendent's Remark:

Superintendent's
 Remark

Superintendent Witt echoed some of the sentiments shared by President Pridemore for the Oxford Community. He is also part of the Oxford Community. There will be a presentation later tonight that will touch on the tragedy. He stated that their thoughts and prayers continue to go out to those impacted by the Oxford High School shooting.

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

Adoption of
 Agenda as presented

Yes: 6 No: 0 Motion: Carried

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Call to the Audience for Public Participation Regarding Agenda Items:

None.

Call to the Audience:
Public Participation
Regarding Agenda Items

Presentations:

Presentations

Interfaith Relief – Dan Range, Treasurer, Teri Temby, President, Angela Wolf, Ex- Officio, Jeffrey Clark, Vice-President, Paula Barnes, Board Member, and Mike Kingsbury.

Interfaith Relief

The Interfaith Relief Board of Directors presented The Redford Union Schools Board of Education with a plaque to thank them for their partnership, support over the years, and for donating the RAESIDE Building to them last year. Mr. Ranged introduced the Interfaith Relief Board of Directors as: Teri Temby, President, Angela Wolf, Executive Director, Jeffrey Clark, Vice-President, Paula Barnes, Board Member, and Mike Kingsbury, Assist Treasurer. The Board also received individual gifts.

The Board and Superintendent Witt thanked them.

Board Brag Book – Jasen Witt, Superintendent

Board Brag Book
Jasen Witt,
Superintendent

Superintendent Witt presented the December 2021 Board Brag Book, and the PowerPoint presentation was shown. Thank you, and recognitions were given to the following:

Redford Union High School – Mrs. Nachman, Principal and Mike Taylor, Assistant Principal shared the following: Madrigal Chorale singers/students: Lyonna Hester, Makayla Klmou, Jasmine Jenkins, Taniesha Miller, Ommri Jackson, and Choral Director Schianti Jaramillo. On November 13, 2021, they traveled to Monroe High School to perform in the prestigious Michigan School Vocal Music Association’s Music Theater Solo and Ensemble.

Redford Union High School student Shaila Hargrove for her colored pencil drawing “Pumpkin Patch.” National Art Society at RUHS sponsored by Art teacher Ms. Maltby. Each week they feature a student artist of the week.

Veritas Alternative Education – Katy Jain, Coordinator, Cliff Neal, Specialist, Erica Smith-Zimmerman, Teacher, and Asia Neal, Educational Assistant shared the following: The Veritas competed to see which classroom could bring in the most canned good to donate to the Goodfellows’ Food Drive. Mrs. Zimmerman’s team brought in 243 cans, beating out Mrs. Jain’s team 218 cans.

The Goodfellows’ Food Drive was held at each of our buildings. Thank you to everyone that donated to a good cause.

Veritas Alternative students Precious Barnes, Tia Boston-King, Adrianna Jones, Sherry Jones-King, Lamareia Pounds, and LaSandrea Pounds decorated the Keeler Building for the Holiday Season.

Beech Elementary School – Melissa Nickel, Principal and Misty Evenson, Assistant Principal, shared December to Remember Pictures. The students and staff participate in fun and engaging activities. For Polar Express Day, everyone got to wear their pajamas and have hot cocoa.

Redford Union Schools Superintendent Jasen Witt and the Board of Education gave a special thank you to the Redford Grill for their partnership, continued support throughout the years, and all they do in the community.

The Superintendent and Board expressed their sincere condolences to the Redford Grill family on their father's passing, Prenk Gjon Sinishtaj. He passed away on November 19, 2021.

Superintendent Witt said Season's Greetings, Happy (belated) Hanukkah, Merry Christmas, Happy Kwanzaa, and Happy New Year 2022!

The Board thanked everyone.

Superintendent Communication:

Oxford High School Tragedy

Superintendent Witt reflected upon a bit of what happened at Oxford High School and discussed what our counterparts in Southeast Michigan and across the state of Michigan have been experiencing. He shared the impact the shooting had in our District and the reactions in the wake of the Oxford tragedy.

Superintendent Witt's children are students at Oxford High School.

He acknowledged the four young lives that were tragically lost; Madisyn Baldwin, Tate Myre, Hana St. Juliana, and Justin Shilling as a result of the school shooting that took place two weeks ago tomorrow. Superintendent Witt said that the impact of that tragedy was that the surviving students' lives had been changed forever, school staff members' lives had been changed forever, families in the Oxford community lives had been changed forever. He said that this goes elsewhere beyond the Oxford Community. Schools' safety and security are being questioned within the State of Michigan. Another impact was the response of school staff to the situation, and the things that transpired before the active shooter situation was being highly scrutinized.

He said similar threats have materialized throughout Michigan Schools and fortunately, those threats have been unsubstantiated and found not credible to date. There are still serious ramifications, both short-term and long-term for those individuals that made threats.

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Superintendent
Communication
Oxford High School
Tragedy

Regarding responses, the District would continue to provide positive thoughts, prayers, and support to the Oxford Community.

The District had refresher training to school staff on Active Shooter Response, Buildings Lockdown, and Evacuation procedures. The District was working closely with Redford Township Police, the District's School Resource Officer, and staff within the buildings to manage so threats that had arisen in our schools. The District had an incident that arose late on Friday afternoon that led the District to cancel school district-wide for students last Monday. The District's responses would include additional collaborations which were already planned with the Redford Township Police Department with regards to Active Shooter Response. More formal training for staff and efforts engaging students so that they will know how to respond.

The District was working on efforts to reinforce to the students the importance of Ok2say, which Principal Nickel highlighted. Efforts to engage the parents to have an awareness of the Ok2say program and the tools to utilize so they could engage their children in those discussions. These discussions have been taking place in our high school and middle school.

At the Secondary level, the District have taken steps to re-emphasize to the students and families the significance of long-term, and short-term ramifications of making false threats.

The District was working on efforts to identify and respond to the Social-Emotional Learning needs of our students and helping students find a connection point within the school's community. Covid-19 pandemic has expanded some of the Social-Emotional Learning needs.

The District has been in discussions with the Counselors, SEL support staff, including those at the building level; Social Workers, BICs, Behavioral Specialists, and Deans of Students about expected building base responses to identify concerns. They are resetting those expectations and making sure that staff in those front-line positions know that they have the support of the Superintendent, their building administration, the Resource Officer, and other authorities in the Redford Township Police Department.

Redford Union Schools stands with Oxford Community Schools and their families who have been impacted by this tragedy.

Communication Received by the Board Secretary:

None.

Secretary of
the Board
Communication

Chief Financial Officer's Communications:
Michael Beltinck, Chief Financial Officer was not present.

Chief Financial Officer's
Communications

Superintendent Witt said that the Audit would be presented to the Board on January 10, 2022, at the Regular Board meeting.

Assistant Superintendent of Human Resources and Labor Relations Communication:

Assistant Superintendent
of Human Resources and
Labor Relations
Communication

None.

Executive Director of Curriculum & Technology Communications:

Executive Director of
Curriculum & Technology
Communications

General Curriculum Update

Kim Crenshaw, Executive Director of Curriculum & Technology, said that the District would need to update the Health Education Curriculum. A committee would need to be formed to include a Board member(s). The Board would have to appoint a Board member(s) to the committee next month.

Consent Agenda:

Consent Agenda
Approved as presented

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 8, 2021, Board Workshop Meeting Minutes of the Redford Union Board of Education, as presented.

Board Workshop
Meeting minutes of
November 8, 2021, as
presented

Waived the reading and approved November 8, 2021, Regular Meeting Minutes of the Redford Union Board of Education, as presented.

Regular Meeting
minutes of
November 8, 2021, as
presented

Approved check register list from November 1, 2021 – November 30, 2021, in the amount of \$1,399,929.66

Check Register List
November 1-30, 2021

Approved electronic transfers for the month of November 2021 in the amount of \$4,281.00.

Electronic Transfers,
November 2021

Human Resources Recommendations:

Human Resources
Recommendations

Approve NEW HIRES: Certified requests are listed below:

1. Felicia Harris/Hilbert/Teacher/Resource Room/Hilbert/Effective 11/29/21

Felicia Harris

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2. Melissa Jackson-Knox/Teacher/Kindergarten/MacGowan/Effective 12/6/21
Approve NEW HIRES: Administrative request as listed below:
1. Nikia Banks/Assistant Supervisor/Day Treatment Program/Stuckey/Effective 12/13/21
Approve SEPARATIONS requests are listed below:
1. Laura Dorais/Literacy Specialist/MacGowan/Retirement/Effective 12/31/21
2. Darcy Renaud/Teacher/ELA/Hilbert/Resignation/Effective 11/29/21
3. Miriam Schloss/Hilbert/Teacher/Social Studies/Resignation/Effective 11/9/21
Approve LEAVE REQUESTS as listed below:
1. Christine Adams/RUHS/Teacher/Effective/12/2/21
2. James Hawk/Stuckey/Behavior Specialist/Effective 11/8/21
3. Sandra Madden/Stuckey/Educational Assistant/Effective 12/3/21
4. Lindsay Smith/Hilbert/Teacher/Effective 10/21/21
Approve SES RESIGNATION request as listed below:
1. Amanda Carter/Teacher/Regina High School/Effective 10/1/2021

Melissa Jackson-Knox

Nikia Banks

Laura Dorais

Darcy Renaud

Miriam Schloss

Christine Adams

James Hawk

Sandra Madden

Lindsay Smith

Amanda Carter

Yes: 6 No: 0 Motion: Carried

Action Items:

Action Items

Recording of Board Meetings by the Public:

Recording of Board Meetings by the Public Policy - 1st Reading

Secretary Gubachy amended her initial motion of the following Policy to read as "1st Reading of this Policy."

It was moved by Member Gubachy, supported by Member Osowski, that the Board of Education hereby adopts the following Policy relative to the recording of board meetings by members of the public: The Board recognizes the right of the public to attend and record (or broadcast) open meetings of the Board without disruption of these meetings. In support of this right, any tape recordings, video recordings, broadcasts, or telecasts of Board meetings that will require set-up, will impact the ability of Board business to be heard, or will impact the number of individuals who will be able to attend a Board meeting in-person must be brought to the attention of Jackie Warren, Executive Administration Assistant to the Superintendent and Board of Education no later than 4 hours before the Board meeting.

A second reading of this Policy would be on January 10, 2022, at the Regular Board meeting.

The Board had a discussion.

Trustee Bailey read language from the District's Bylaws and Policies Manual regarding the Open Meetings Act. He stated that this proposed Policy, as written, violated the Redford Union Schools' Board Bylaws and Policies Manual because it violated the Open Meetings Act.

President Pridemore stated for the record and asked Trustee Bailey if he was making an accusation and accusing her of violating the Open Meetings Act. She said that she had not violated the Open Meetings Act.

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The Board discussion continued.

There were opposing points of view.

Roll Call Vote:

J. Bailey: No, R. Gray: No, L. Gubachy: Yes, H. Kick: ABS, S. McKee: Yes, J. Osowski: Yes,
E. Pridemore: Yes Yes: 4 No: 2 Motion: Carried

2021-2022 Second Semester Schools of Choice (SOC) – Enrollment of Non-Resident Students:

2021-2022 Second Semester Schools of Choice (SOC) – Enrollment of Non-Resident Students:

It was moved by Member Gray, supported by Member Osowski, that the Board of Education hereby authorized Jasen Witt, Superintendent or his designees, the authority to enroll an unlimited number of students for the second semester of the 2021/2022 school year, with such students being only those students who are eligible for grades 2nd through 4th, grades 6th through 8th, and the Redford Union Virtual Learning (RUVL) program grades 9th through 12th pursuant to Section 105 of the State Aid Act and in accordance with all other relevant statutory provisions.

Trustee Bailey asked if he could get the capacities and current class size numbers.

Superintendent Witt responded yes.

Roll Call Vote:

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

Ms. Newman addressing the Board.

There were questions and answers.

The Board thanked Ms. Newman.

Superintendent Witt wanted the Board and Ms. Newman to know that the bus issue had been escalated beyond the District's level representative of Durham Transportation. Durham's Regional person was taking steps to ensure the expectations were clear. Superintendent Witt apologized to Ms. Newman.

There were additional questions and answers.

Board of Education Communication/Discussion:

Board of Education
Communication/
Discussion

Treasurer Gray stated that she would be interested in working with the Health Committee.

Treasurer Gray gave an update on what she and Ms. Crenshaw are working on regarding the District recording of Board meetings. She said that they are in conversations with someone to get quotes on the different recording equipment options.

President Pridemore shared that tomorrow is the High School Choir/Band Concert at Hilbert, South gym, at 6:30 PM.

Future Meeting Dates:

Future Meeting Dates

Monday, January 3, 2022 – Board Retreat – 5:00 PM
Location to be determined.

Monday, January 10, 2022 – Board Workshop – 5:00 PM
Board of Education Administrative Offices (Board Room), 17715 Brady St., Redford,
MI 48240

Monday, January 10, 2022 – Regular Meeting – 6:30 PM
Board of Education Administrative Offices (Gymnasium), 17715 Brady St., Redford,
MI 48240

Happy Holidays, Merry Christmas, and Happy New Year!

It was moved by Member Gray, seconded by Member Osowski, to adjourn the meeting at 7:40 PM.

Adjournment

Yes: 6 No: 0 Motion: Carried

Respectfully Submitted

Lisa Gubachy
Secretary
Redford Union Schools
Board of Education