

REGULAR MEETING MINUTES – BOARD OF EDUCATION  
 REDFORD UNION SCHOOLS, DISTRICT NO. 1  
 November 8, 2021

Regular Meeting  
11/8/2021

A Regular meeting of the Redford Union Board of Education was held on November 8, 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 6:31 PM.

Call to Order

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

Roll Call

The Pledge of Allegiance was recited.

Pledge of Allegiance

President Pridemore reminded everyone to please place all cell phones on silent.

President's Remarks

Video Recording Disclaimer:

President Pridemore said that she would not issue the Video Recording Disclaimer because it was being done by a citizen tonight.

Superintendent's Remark:

Superintendent's  
Remark

Superintendent Witt said that he was remiss in not recognizing the principals for National Principals Month in the month of October. He thanked all the principals for the many things that they do in our buildings, during these unprecedented times, and this past fall preparing for our students.

Superintendent Witt thanked our Veterans within the Redford Union Schools community for their service and sacrifice along with that of their families for the upcoming Veteran's Day.

It was moved by Member Kick, seconded by Member Osowski, to adopt the Agenda of November 8, 2021, Regular Board Meeting as presented.

Adoption of  
Agenda as presented

Yes: 5 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

The Board allowed Call to the Audience for Non-Agenda Items to be communicated at this time.

Ms. Newman addressed the Board regarding bus transportation safety and a Hilbert school teacher.

President Pridemore thanked Ms. Newman and that there would be a follow-up.

Presentations:

Presentations

Board Brag Book – Jasen Witt, Superintendent

Board Brag Book  
Jasen Witt,  
Superintendent

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

Beech Elementary School – Trunk or Treat – Beech thanked everyone who gave donations, decorated, and participated in any way to make their event fun for their students and families. Board President Evelyn Pridemore and Trustee Jim Bailey joined them for their Trunk or Treat. Superintendent Witt joined the Leadership Team at Beech and spent time passing out candy and supporting their Parent Engagement. The event was highly participated by members of the Beech community. Over 30 families decorated their trunks and passed out candy. A trunk decorating contest was held and the top three trunks received a fall goodie basket.

MacGowan Elementary School – Trunk or Treat – MacGowan thanked everyone who gave donations, decorated, and participated in any way to make their event fun for their students and families.

Veritas Alternative Education – Trick or Treat – Veritas thanked Erica Zimmerman, Joe Zimmerman, and Tony Polter of Polter’s Berry Farm in Fremont, Ohio for the generous donation of pumpkins. The students enjoyed painting pumpkins during their Social Emotional Learning time as a stress relief activity. Veritas also thanked Central Office staff for participating in their Trick or Treat activity with their students.

Kelly Brazzil – A recognition and thank you to Kelly Brazzil on receiving a Special Tribute from State Representative Mary Cavanagh on October 13, 2021, for all that she has done for the Redford Union students and the Band Boosters.

Lou Bonadeo and David Baumgardner (Giant Janitorial Services) – A recognition and thank you to both Lou Bonadeo and David Baumgardner for a great job on building sneeze guards and other shields throughout the district.

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Debbie Tidwell – Thank you to Debbie Tidwell as she wrapped up her service to the district. Debbie is a retired Wayne RESA employee that has been helping the RU Business Office over the past year. She has been an absolute pleasure to work with and has gone the extra mile to make the transition to our new Business Office team a smooth one.

The Board thanked everyone.

President Pridemore reiterated what Superintendent Witt had said about Beech Trunk or Treat. She said that she was impressed on how well the event came together.

President Pridemore also spoke on Kelly Brazzil and the other ladies that run the Band Boosters. She said that their students graduated a few years ago. But the ladies stay so that the Band Boosters continues.

Suicide Awareness/Prevention Initiative – Jasen Witt, Superintendent

Suicide Awareness/  
Prevention Initiative –  
Jasen Witt,  
Superintendent

Superintendent Witt asked Carol La Pointe-Zastrow, Director of Student Services to share a short presentation regarding an important initiative that the District is working on in conjunction with other school district in Western Wayne County and recently been doing some training with our district staff on this important initiative. He said that throughout this pandemic suicide rates unfortunately are on the rise and continue to be rising. The District is trying to take as many steps as possible to make staff aware of signs of suicide and work towards preventing some of those things through an initiative such as this.

Ms. La Pointe-Zastrow presented the Western Wayne Suicide Prevention Initiative Presentation. She stated that every six hours someone dies from suicide in Michigan and that was the current stats. The foundation for the Suicide Prevention Committee started with the Community Health Needs Assessment (CHNA) Implementation Strategy that St. Mary Mercy initiated as part of the 2015 CHNA.

Building trainings were offered on October 15, 2021, am/pm and November 2, 2021, pm. Not all staff was training but more training will be offered. As survey will be conducted to secure feedback from the training. As a district we will have an opportunity to train our own district trainer. Information will be forthcoming. The overall goal is to aim for zero completed youth suicides within the Western Wayne School Districts served.

There were questions and answers.

Superintendent Witt said that he learned recently that a position was posted for someone that will specifically work in collaboration with this Coalition to help the districts move their initiative forward and to continue. He said that they will be discussing the use of the (QPR) Question. Persuade. Refer. Is not limited to being used by staff within the district. There is also a training that can be provided to students themselves. Age-appropriate training that students can be exposed to and maybe recognize some of the signs regards to one of their peers or classmates. This is an ongoing initiative.

There were additional questions and answers.

The Board thanked Ms. La Pointe-Zastrow for presenting.

Superintendent Communication:

Superintendent  
Communication

Audit for Year Ended June 30, 2021:

Audit for Year Ended June  
30, 2021

Superintendent Witt said that the Board was provided in their packet a copy of the Year Ended June 30, 2021, Audit Report. He stated that Mike Beltinck, Chief Financial Officer (CFO) could not be present this evening. CFO Beltinck would be back for the December 13, 2021, Board Meeting and they are planning report an Audit presentation to the Board at that time. The Board was welcomed to reach out to Superintendent Witt or CFO Beltinck if they had any questions regarding the Audit Report. He said it was another good Audit.

Secretary Gubachy pointed out the following two things about the Audit: 1) The Audit comment was that the District had an Unqualified Audit which is the highest level you can get on an Audit (the best). 2) The Fund Balance at the end of the year was 21% of our revenue and 24% of our expenses.

Superintendent Witt stated that the Fund Balance is going in the right direction. There were a couple of minimal findings and the plans to address those findings was also in the report.

Schools of Choice (SOC) – Second Semester of 2021/2022 School Year:

Schools of Choice –  
Second Semester of  
2021/2022 School Year

Superintendent Witt said that the District did benefit from the SOC that was made available to in County and out of County students for the Fall semester. The District may open up some limited SOC for second semester this school year and if so, SOC would be an Agenda Item in December.

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

Tentative Agreement – Redford Union (RU) & Redford Union Administrators’ Associations (RUAA):

Superintendent Witt was pleased to announce the Tentative Bargaining Agreement between Redford Union Schools and Redford Union Administrators’ Association (Buildings Administration and Program Administration) had been reached. The Board was provided a copy of the agreement in their Board packet. He was grateful for work that they were able to do. The Recommendation/Action Item is on tonight’s Agenda for consideration by the Board.

Executive Director of Curriculum & Technology Communications:

Executive Director of  
Curriculum & Technology  
Communications

Staff Professional Development Update

Kim Crenshaw, Executive Director of Curriculum & Technology reported on the 2021-2022 District Professional Development Plan.

August 24, 2021, staff met at Burton Manor - Emotional Poverty Speaker, Jim Ott.

August 25, 2021, Building Level Meetings – PBIS and other Social Emotional Learning.

October 15, 2021, Building Level Meetings – Danielson Framework Review and Curriculum work.

November 2, 2021 – Building Level Meetings – Math, NWEA data dives, OPR Training, and Title IX Training.

Superintendent Witt said that the Title IX Training is something that should be done annually. He said that they also did training on legal issues surrounding LGBTQ and different things that may arise.

Superintendent Witt thanked Ms. Crenshaw for her involvement with Professional Development as well as each of the building principals.

There were questions and answers.

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 October 11, 2021, Board Workshop Meeting Minutes of the Redford Union Board of Education, as presented.

Board Workshop  
Meeting minutes of  
October 11, 2021, as  
presented

Waived the reading and approved October 11, 2021, Regular Meeting Minutes of the Redford Union Board of Education, as presented.

Regular Meeting  
minutes of  
October 11, 2021, as  
presented

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Approved check register list from October 1, 2021 – October 31, 2021, in the amount of \$1,389,132.56.

Check Register List  
October 1-31, 2021

Human Resources Recommendations for November 8, 2021:

Human Resources  
Recommendations for  
November 8, 2021

Approve **NEW HIRES: Non-Certified** as listed below:

1. Holly Bunch/Accountant/Payroll Specialist/Effective 10/25/21
2. Jacqueline Carter/MacGowan/Educational Assistant/Effective 11/8/21
3. Lexus Giddings/Keeler/Social-Emotional Learning Specialist/Effective 10/11/21
4. Rachel Henning/Keeler/Accountant/Accounts Payable/Effective 10/11/21
5. Damian Prince/Keeler/Social-Emotional Learning Specialist/Effective 11/1/21
6. Denelle Wilson/Keeler/Social-Emotional Learning Specialist/Effective 10/11/21

Holly Bunch  
Jacqueline Carter  
Lexus Giddings  
Rachel Henning  
Damian Prince  
Denelle Wilson

Approve **REHIRES** as listed below:

1. Lynn West/Connections Program/Beck Center/10/11/2021
2. Kathleen Yadach/Speech & Language (.6)/Beck Center/Effective 10/12/2021

Lynn West  
Kathleen Yadach

Approve **SEPARATIONS** as listed below:

1. Tasia Seros/Spanish Teacher/Hilbert/Effective 11/23/21
2. Katrice Simpson/Secretary/Hilbert/Effective 11/1/2021
3. Matthew Alexander/Behavior Specialist/Stuckey Center/Effective 11/19/21

Tasia Seros  
Katrice Simpson  
Matthew Alexander

There were questions and answers.

Yes: 5 No: 0 Motion: Carried

Action Items:

Action Items

Annual Summer Tax Resolution 2022:

Annual Summer Tax  
Resolution 2022

It was moved by Member Gray, supported by Member Gubachy, that the Board of Education, at the recommendation of Michael Beltinck, Chief Financial Officer, approve the Annual Summer Tax Resolution 2022.

Roll Call Vote:

J. Bailey: ABS, R. Gray: Yes, L. Gubachy: Yes, H. Kick: Yes, S. McKee: ABS, J. Osowski: Yes, E. Pridemore: Yes Yes: 5 No: 0 Motion: Carried

November 9, 2021 – June 30, 2024, Collective Bargaining Tentative Agreement for the Redford Union Administrators' Association (RUAA) Resolution:

November 9, 2021 –  
June 30, 2024,  
Collective Bargaining  
Tentative  
Agreement for the  
Redford Union

It was moved by Member Osowski, supported by Member Kick, that the Board of Education, at the recommendation of Jasen Witt, Superintendent, adopt the Tentative

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Agreement between Redford Union Schools and the RUAA (Administrators' Association), effective November 9, 2021, through June 20, 2024.

Administrators' Association (RUAA) Resolution

There were questions and answers.

Roll Call Vote:

J. Bailey: ABS, R. Gray: Yes, L. Gubachy: Yes, H. Kick: Yes, S. McKee: ABS, J. Osowski: Yes, E. Pridemore: Yes                    Yes: 5 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

None.

Board of Education Communication/Discussion:

Board of Education Communication/Discussion

Treasurer Gray asked Superintendent Witt what the follow-up would be to address Ms. Newman's issues and she asked that he share the status with the Board at the December Board Meeting.

President Pridemore addressed Ms. Newman on both issues.

President Pridemore shared some upcoming Marching Band events. HoneyBaked Ham Fundraiser. HoneyBaked Ham gift cards can be purchased from the Band Boosters. Information is on their Facebook page.

Quiznos' Fundraiser on December 10, 2021, from 2-8 PM, make a purchase at Quiznos and the Band Boosters will get a percentage back.

Mask Fundraiser – To offset the cost of needing to make musicians masks for the middle school instrumental students. They are unable to purchase them because everyone is out of stock. If you would like to make a donation, please reach out to Ms. Samojedny or Ms. Brazzil through the high school. If you would like to help with sewing, please reach out to Board President Pridemore for the mask template. They need about 70 masks.

Future Meeting Dates:

Future Meeting Dates

Monday, December 6, 2021 – Board Retreat – 5:00 PM  
Board of Education Administrative Offices (Board Room), 17715 Brady St., Redford,  
MI 48240

Monday, December 13, 2021 – Board Workshop – 5:00 PM  
Board of Education Administrative Offices (Board Room), 17715 Brady St., Redford,  
MI 48240

Monday, December 13, 2021 – Regular Meeting – 6:30 PM  
Board of Education Administrative Offices (Gymnasium), 17715 Brady St., Redford,  
MI 48240

It was moved by Member Gray, seconded by Member Kick, to adjourn the meeting at  
7:43 PM.

Adjournment

Yes: 5 No: 0 Motion: Carried

Respectfully Submitted

Lisa Gubachy  
Secretary  
Redford Union Schools  
Board of Education