

REGULAR MEETING MINUTES – BOARD OF EDUCATION
 REDFORD UNION SCHOOLS, DISTRICT NO. 1
 October 10, 2022

Regular Meeting
 10/10/2022

A Regular meeting of the Redford Union Board of Education was held on October 10, 2022, at Redford Union High School, 17711 Kinloch, Redford Twp., MI 48240.

President Pridemore called the meeting to order at 5:00 PM.

Call to Order

Present: Bailey, Gray, Gubachy, Kick, McKee, Osowski and Pridemore
 Absent: None.

Roll Call

The Pledge of Allegiance was recited.

Pledge of Allegiance

President Pridemore

President's Remarks

President Pridemore welcomed everyone for attending, asked that everyone please place their cell phones on silent.

It was moved by Member Gray, seconded by Member Osowski, to adopt the Agenda of October 10, 2022, Regular Board Meeting as presented.

Adoption of
 Agenda as presented

Yes: 7 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

President Pridemore informed everyone that they were going to flip the order of the presentations. They started with the Suicide Prevention Coalition Update.

Suicide Prevention Coalition Update:**Suicide Prevention
Coalition Update**

The presenters were Syndee Malek, Prevention Coordinator from Growth Works, Renee Krause, and Lisa Glowacki, from Redford Union Schools.

Ms. Malek said that they have been working very hard with a committee from 7 school districts getting people trained in suicide prevention protocol. On November 8, 2022, there will be a huge training that will involve seven school districts; Redford Union, South Redford, Garden City, Livonia, Northville, and Plymouth/Canton. They have defined 60,000 students and 6500 adults. Anyone who draws a check is staff and their goal is to have everyone trained by June of 2023. They are at about 3000-person mark since last February. Both Ms. Glowacki and Ms. Krause have been trained and they are part of the training team, and they can train anywhere in the State of Michigan in the suicide prevention protocol. On November 8, 2022, there will be two different events going on; one at the Inn at Saint Johns Resort for QPR Training (Protocol for suicide prevention) that the seven-school district have adopted, and the other event will be at Schoolcraft College for a mental health fair.

Growth Works has also partnered with Redford Commission on Youth and Families. The Redford Commission on Youth and families will sponsor a family event (for adults, not children) on November 10, 2022. They invited everyone to join them. If you have a teaching degree or an administrative degree or a mental health degree, social work, Sketches and Continuing Education credits have been provided. They encourage all school districts to send their mental health personnel as well as anybody who is new to teaching and or non-teaching employees so they can get certified in their QPR protocol.

Ms. Krause shared that Redford Union began training in the fall of 2021 and so far, there are 200 staff currently trained and they currently have 37 who have already enrolled for the November 8th Professional Development. She encourages all board members to sign up as well to become trainers and or to be trained as gate keepers and they also ask that the PTO become involved with the parent training. Some of the models that school districts are adopting it that the school boards are getting trained as Boards, and they are inviting their PTO Boards to join them. A workshop can be set up to get them started and it takes 90 minutes. They want to make sure that they reach the goal of 6500 people with the Trinity grant and help with the Flint Foundation to make sure that our adults and kids are safe.

Ms. Malek said that some high schools have started to weave this into their high school health curriculum too, and that is something that Ms. Krause and Ms. Glowacki can help with then it comes to doing the training, either as teachers or they can get the physical education (PE) teachers or help teachers train.

The certifications last for three years. They will have to keep track of everyone that is trained in the district to ensure that within the three-year period that they are retrained.

The Growth Works, along with the partnerships of Trinity Health and Flint Foundation, are paying for our trainers to be trained.

Ms. Malek gave a brief highlight about the keynote speakers that will be present at the events. Matt Emersion is coming to us from Los Angeles. He is the CEO of Every Monday Matters. His company is a not-for-profit but for education company about mental health and dealing with mental health. The second keynote speaker is Gail Neely Kolbeck, MEd, from Springfield IL. She is an expert in the field of trauma response and social emotional development.

Staff can also be sent to Wayne RESA for training.

There are just under 300 staff members in the district that have been trained and that number includes share-time staff. Within the seven school districts there is just over 3000 people trained and with Redford Union having 200 people plus trained already that is amazing.

There were questions and answers.

The Board thanked the presenters.

Northwest Evaluation Association (NWEA) - Judy Nachman, Executive Director of Human Resources/Labor Relations

Northwest Evaluation Association (NWEA)

Ms. Nachman gave a brief explanation of NWEA and why the district does it. She said they do it as a result of PA 144 which basically says that all school districts must implement a benchmark assessment to monitor their students' progress over time. The State gave five options that districts could use. This is not a State of Michigan test. It is a test that is approved by the State of Michigan, so not every student in the State of Michigan takes an NWEA. NWEA is a computer adaptive assessment, meaning as students take the test, if they do not perform well on a question, it drops the difficulty level down. If they perform well, it raises the difficulty level up, so it will adapt to wherever the students learning is because it is an assessment that is designed for K12. There are 50,000 tests items in the bank, so students should not see the same test question repeated. The tests are given three times per year, so the likelihood of students seeing a similar question, or the same question is slim to none. There are test taking tools designed to assist students that are embedded within. It is an online assessment embedded within the software. There is a highlighter eraser notepad. There is an amplification system with text to speech for students in need. There is an answer illuminator. They zoom in and they can adjust the screen, keyboard navigation, and there is a built-in calculator and ruler and protractor and such. They do teach the students how to use all of those tools. The students are permitted breaks. They can use a dictionary, headphones if they need a noise buffer, scratch paper or thesaurus. They can use a bilingual dictionary; they can change the color contrast on the screen or allow for a human reader. NWEA allows for these accommodations without special approvals.

Ms. Nachman reported on the District's test scores from the fall 2021 through spring of 2022 in Math and Language Arts (Reading). She explained the Students Growth Summary Reports and how to read the data. Ms. Nachman also gave a little background information from the previous year(s). The district does test in science. However, they took some

pauses on science during pandemic when they were testing at home, so they do not have good comparison data for that. The district does not test in social studies. Based on this data, classroom instruction and interventions should be provided to the students. The interventions may include providing remediation help to improve the student's ability, or it can include some type of accommodation to provide enrichment for high achieving students. Last year's goal growth was 30-35%.

Superintendent Witt said that this year, they reshaped the schedule at Hilbert Middle School to include every student getting in addition to their normal language arts class in their normal mathematics class. They actually reduced the number of elective choice offerings that those students have and one semester all students will either have a math support class, and then the next semester, those that have the math support class first semester will have a literacy reading support class second semester. In addition to their normal core subject offerings. Those are the type of things that the data like this is driving discussions. He will be pushing for the support classes to continue for at least a year or two. Maybe with some tweaks and they want staff input into that, and those discussions are yet to take place.

There were questions and answers.

Ms. Nachman continued with her presentation. Most of the remaining slides were on the historical data for the district. She said that they used fall data for each of those slides, and they compared fall to fall. The test was given in fall of 2019 and the winter of 2020 just before the shutdown.

Ms. Nachman went over the district's plan. She said that they hired Christopher Norton, Coordinator of Teaching and Learning in Curriculum to assist Kim Crenshaw, Executive Director of Curriculum and Technology. Mr. Norton has hit the ground running. He has been tasked with a lot of the work around our NWEA scores. They are working to build our Multi-tiered Systems of Support (MTSS) district plan. They are going to have in place at each grade level. Mr. Norton is working on that MTSS plan along with Ms. Crenshaw and representatives from each building, so we will have an MTSS district. The district will be developing curriculum maps for all grade levels, so Mr. Norton and Kim will be working with the teachers to make sure that our curriculum is scaffolded from grade level to grade level that we are not filling it with things we do not need that we have a scope and a sequence for our curriculum. The district will have professional development with NWEA on November 1, 2022. Mr. Norton will review our NWEA data with our teachers and he will be working with groups to break down that data.

There were questions, answers, and comments.

Superintendent Communication:

Superintendent
Communication:
Staff Members of the
Month

Staff Members of the Month – Jasen Witt, Superintendent

We talked about launching our staff member of the month recognition. This month for the month of September. These were the people who were not only nominated, there were some other nominated staff from these particular buildings, but when multiple staff members were nominated, we did have a process that Ms. Warren, Executive Administrative Assistant to the Superintendent and Board of Education developed to select those individuals. Superintendent Witt said that it was a process that he did. He wanted to make it clear because Ms. Warren was right there at the top of the list. Congratulations to all of them, and we look forward to their nominees for this month.

- Jackie Warren, Admin. Assistant to the Superintendent & Board (Keeler Admin.)
- Jerry Jascoe, Custodian, Giant Janitorial (Beck Center)
- Stephanie Bowdell, Teacher (MacGowan @ Keeler School)
- Rebecca Fitzgerald, Teacher (Beech)
- Katy Jain, Coordinator (Veritas @ Hilbert)
- Susan Ureste, Teacher (RUHS)

October 2022 Board Brag Book – Jasen Witt, Superintendent

MacGowan (@ Keeler School) - The Great Start Readiness Program funded by a grant from the Michigan Department of Education is required to be licensed by the state of Michigan. Since they changed locations, they had to go through the process as an original application. Kudos to Mile Tomasaitis who through hard work and diligence helped them to open. They were off to a great start to make a difference in the lives of 48 four-year-old children. Thank you to everybody at Keeler School who was involved with that process.

October 2022 Board
Brag Book

MacGowan - Pictures of the September 2022 Outstanding Students of the Month. There were six students recognized.

Beech - Mr. Gino Gauci saw that the front flowerpots needed a facelift and went out and purchased Mums. Mr. Howard Lee helped him to plant the mums and beautify their entrance!

Beech had a surprise visitor during which Ms. Nickel got to snuggle while they waited for the parent to arrive and pick up the baby bunny!

Hilbert Middle School continues to work on building a positive culture and learning environment for their students and staff so that they feel comfortable taking risks inside the classroom.

Hilbert held their first nomination for Star Student of the Month. Teachers were asked to nominate one student who exhibited quiet leadership, followed the classroom norms, came prepared to class on time to learn each day, and modeled respect to staff and

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students. Students had their names called over the PA, displayed in our showcase, and received a goody bag and certificate as well as a phone call home from the principal. These students were also entered into a drawing to win \$50 worth of gift cards. The families were overjoyed to celebrate their students. It was especially exciting because a lot of the students honored really struggled in school last year. They are off to a great start now though!

Hilbert - Speaking of taking risks in the classroom, Mr. Behen staged an immersive and hands-on experience for his Advanced Social Studies 8 class as they studied the Salem Witch Trials. Students had fun learning about history and had the chance to hone their acting skills. There was a lot of laughter and a ton of learning. These types of activities help to cement learning for students. They are much more likely to remember participating in this hands-on activity as compared to a worksheet turned in at the end of the hour.

Redford Union High School - After school Homecoming float building party. Thank you to Ms. Ureste, Mrs. Robertson, Mr. Juzswik, and our Student Council members for building this year's float for our parade on Friday!

September 30, 2022 - Homecoming parade down Kinloch to the football field.
<https://www.facebook.com/watch/?v=78143086291007212>

Redford Union High School – Homecoming Game, September 30, 2022:
Redford Union Panthers vs. Garden City Cougars. The homecoming victory was dedicated to Mr. Atkins who passed away last week.

Redford Union High School - On October 4, 2022, Ian Iler of Redford Union High School was named the Detroit Lions High School Football Coach of the Week for Week #6. Congratulations to Coach Ian Iler on being named the Detroit Lions Michigan High School Football Coach of the Week! Coach Iler is a 2005 graduate of Redford Union HS and also a physical education teacher at RUHS.
<https://www.detroitlions.com/video/2022-head-coach-hangout-week-6>

Redford Union High School - On the evening of Friday, October 7, 2022, Redford Union's varsity football team defeated Melvindale HS to secure their second consecutive Western Wayne Athletic Conference championship. The state-ranked #4 Panthers will be back in action on Saturday, October 15th, when they host their crosstown rival from that school down the road. Redford Thurston at 3 PM at Kraft Field (Hilbert Middle School). GO PANTHERS!

Redford Union High School - On Saturday, October 8th, the Redford Union Marching Band, Majorettes, and Color Guard participated in the Southgate Anderson Marching Band Showcase. The Panthers represented their school with a great performance and were recognized for effort and sportsmanship.

Redford Union High School - On Saturday, October 8, 2022, Redford Union's Boys and Girls Cross Country teams competed in the Wayne County Cross Country Championships at Willow Metro park - where 40 schools participated.

With 216 boys competing in the 5,000-meter run, RU's Noah Walters placed 28th (16:42.00), Deric Tavolette finished 134th (19:13.04), and Amare Slaughter-Taylor finished 135th (19:35.54). The Redford Union boys placed 20th as a team.

With 141 girls competing, RU's Jada Joliffi finished 111th in the 5,000-meter run with a time of 25:27.80

Stuckey Center - Open House: On September 22, 2022, Stuckey Center had a very successful open house. Approximately 40% of our parents attended (which is really good for our building compared to previous years). Two families won a \$ 25.00 gift card in a raffle that we had. Refreshments were also served.

Stuckey Center – They had their very first schoolwide SEL (Social Emotional Learning) Day for this school year on 10/5/22. Their SEL days were packed with day long activities centered on social and emotional learning. Students participated in some fun team-building activities, a student & staff Corn-hole tournament, watched videos/movies based on making choices, friendships, labels etc. Then they completed writing assignments based on students' own experiences in those areas (see assignments), peer to peer play, and student vs teacher games. EDT (K-8 grade) finished the day with a school wide game of bingo with prizes.

Calendar of Events 10/10/2022 through 11/11/2022 – Jasen Witt, Superintendent:

Superintendent Witt said as an offshoot of the Board brag book in a way is also this calendar of events, and it will be posted online as well. This calendar of events is from October. 10th through November 11th, 2022. The calendar does not highlight everything by any means going on at our buildings, but he asked each building to highlight some of their biggest events that were taking place. We will produce this calendar of events each and every month going forward with the input from the buildings.

Calendar of Events
10/10/2022 through
11/11/2022

Communication Received by the Board Secretary:

None.

Secretary of
the Board
Communication, Lisa
Gubachy

Chief Financial Officer's Communications:

Mr. Beltinck said that the audit of the financial statements will be starting. They were running late so it will be a tight turn around. They are obligated to publish results with the

Chief Financial Officer's
Communications,
Mike Beltinck

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State by November 1, 2022. Last week was count day. The numbers are far from solid. What is evident that we can safely say that we should be on par with the previous year, and that was the goal is to stay flat. They knew that with the share time students they would get an additional 10%. The district is allowed 10% growth. Each year in the share time, they were able to compensate, which is about 30 to 35 kids. That occurred through organic growth in that realm. In the spring and fall of last year they were right around 1950 kids. They budgeted a loss of 30 to 50 students. Being conservative. But the goal was always to stay flat.

Mr. Beltinck said that the total headcount is like around 2300, which includes share time students, and there were about 330 of those students. Counting our students only, the number was about 1950 students.

Executive Director of Human Resources and Labor Relations Communication:

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

Last Thursday, Ms. Nachman, Ms. Peterson, and a team of people conducted another round of interviews for the assistant principal at Hilbert. They have been very intentional with our interviews and our selection of a candidate. Ms. Peterson has done a lot of great things already at Hilbert, and they are trying to find the right complement for her. They narrowed the candidates down and presented them to Superintendent Witt. Superintendent Witt will be scheduling a time to meet with those candidates, and hopefully they can have a decision soon.

Executive Director of Curriculum & Technology Communications:

Executive Director of
Curriculum &
Technology, Kim
Crenshaw

None. Ms. Crenshaw was not present tonight.

Consent Agenda:

Consent Agenda
Approved as presented

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

The Board approved the following amendment: September 12, 2022, Regular Board Meeting Minutes, page 610, Approval of the Consent Agenda Vote was 7/0, Amended to 5/2.

Waived the reading and approved September 12, 2022, Regular Meeting Minutes of the Redford Union Board of Education, as presented.

Regular Meeting
minutes of

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September 12, 2022, as presented

Waived the reading and approved September 12, 2022, Board Workshop Minutes of the Redford Union Board of Education, as presented.

Board Workshop minutes of September 12, 2022, as presented

Waived the reading and approved September 16, 2022, Board Workshop Minutes of the Redford Union Board of Education, as presented

Board Workshop minutes of September 16, 2022, as presented

Approved check register list from September 1-31, 2022, in the amount of \$2,373,658.31.

Check Register List August 1-31, 2022

Approved electronic transfers for the Month of September 2022 in the amount of \$2,433,401.68.

Electronic Transfers September 2022

Human Resources Recommendations:

Human Resources Recommendations

Approved NEW HIRES: Certified as listed below:

Judith Bellafant-Moore/RUHS/Special Education Teacher/Effective 9/27/22

Michael George/RUHS/Art Teacher/Effective 10/17/22

Judith Bellafant-Moore
Michael George

Approved NEW HIRES: Non-Certified as listed below:

Ruby Aguilar/Educational Assistant/MacGowan/Effective 10/10/22

Tiffany Carlton/SEL Specialist/Keeler/Effective 10/24/22

Denice Duquet/Beck Center/Occupational Therapist/Effective 9/20/2022

Ruby Aguilar
Tiffany Carlton
Denice Duquet

Approved SEPARATIONS as listed below:

Amy Hoffman/Hilbert/Teacher/Resignation/Effective 10/14/22

Alison Mineau/Keeler Elementary/Educational Assistant/Resignation/Effective 9/22/22

Damian Prince/SEL Specialist/Keeler/Resignation/Effective 9/12/22

Becky Skikiewicz/Secretary/Beck Special Services/Retirement/Effective 9/30/22

Shyam Thakker/RUHS/Teacher/Virtual Learning/Resignation/Effective 10/10/22

Amy Hoffman
Alison Mineau
Damian Prince
Becky Skikiewicz
Shyam Thakker

Yes: 7 No: 0 Motion: Carried

Action Items:

2021 Capital Bond Project Award of Bid(s) – Bid Package #3 District Auditorium, High School Auto-Shop, and Old School House Exterior

It was moved by Member Gubachy, Seconded by Member McKee that the Board of Education, at the recommendation of Jasen Witt, Superintendent, Michael Beltinck, Chief Financial Officer, and the Redford Union Schools’ Bond Team, approve the Christman Company recommendation letter dated September 23, 2022, for contract award as the lowest responsible bidders for Bid Package #3 (High School Auditorium, Auto-Shop, and Old School House Exterior.)

The award recommendation included the following:

Hard Construction:	\$4,950,011.00
General Conditions/GLI/CM Contingency:	\$ 386,625.41
CM Fees / Bond Amounts:	\$ 151,080.18
Total Fee for GMP Amendment #2:	\$5,487,716.59

J. Bailey: Yes, R. Gray: Yes, L. Gubachy: Yes, H. Kick: No, S. McKee: Yes, J. Osowski: No, E. Pridemore: Yes Yes: 5 No: 2 Motion: Motion Carried

Items Removed from the Consent Agenda:

None.

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

The following community members addressed the Board:

Guest #1: Topic of discussion was the Bulman Property

Mante’ Enzmann: Topic of discussion was the Bulman Property

Superintendent’s Remark:

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Action Items

2021 Capital Bond Project Award of Bid(s) – Bid Package #3 District Auditorium, High School Auto-Shop, and Old School House Exterior

Items Removed from the Consent Agenda

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

Superintendent’s Remark:

None.

Board of Education Communication/Discussion:

Board of Education
Communication/
Discussion:

In regard to the Bulman Property and speaking to the community people that were present, President Pridemore said that their issue are homes. She said that the Board had heard them loud and clear. In answer to the question, it costs the district the equivalent of 1 teacher salary a year to maintain that property.

Board Trustee Kick stated that he needed a better reporting system for the Bond. He wants something that shows him not only the timeline, but where they are at, the status, something that indicates milestones being achieved. Something a little more detailed that the Board can look at and understand. He asked for the information monthly if not bi-monthly, but he meant bi-weekly. He said it is more important that the Board overall has something in their hands that they can look at.

Trustee Kick commented on the Hilbert Track and expressed his disapproval of the craftsmanship. He has many other concerns that will be discussed at the next workshop.

Board Trustee Bailey said he had never received a response about the stuff that was potentially being dumped. He said there is a bunch of steel at Hilbert in the wood room. It would be a shame for it to be discarded in a dumpster or passed down to the people who are doing the demolishing. He said that the Greater Redford Community Foundation put money in for some tools and things and he would hate to see those things get dumped. He said that they could take them back and reutilize them.

Trustee Bailey spoke on the Bulman property. His hierarchy is interested in the next generation. Within the Redford community, Redford Union community and then the community of Redford Township. He asked that the Board put a little bit more thought into how they could use the property that they are never going to get again. It is one of their assets. He asked how they can apply that to further the educational process within Redford Union. And as far as the payroll or the cost of the teacher salary to maintain that one piece of property. He stated that he had asked before for the statistics on that. He asked for the specific figures.

Trustee Bailey stated that he wanted to clear something from the Minutes of September 12, 2022 in terms of some information that was stated. He wanted to clarify something. He said it was where a quote from the Open Meetings Act (OMA) handbook was made. The Open Meeting Act does not apply to committees and sub-committees composed of less than a quorum of the public body. If they are merely advisory or only capable of making recommendations concerning the exercise of the governmental authority. From

that same book, it says. However, the form of a board gathers outside an open meeting without violating the OMA says. However, when gatherings are designed to receive input from officers or employees of the public body, the OMA requires that they the gathering be held at a public meeting. Also, the under advisory committees in the OMA. The OMA does not apply to committees and sub-committees, (which he thinks that is where they got it from), composed of less than a quorum of the public body if they are merely advisory or only capable of making recommendations concerning the exercise of Governmental authority. Then it goes on where, on the other hand, the committee or subcommittee is empowered to act on matters in such a fashion as to deprive the full public body of the opportunity to consider a matter. A decision of the committee or subcommittee is an exercise of governmental authority. Also, it was where all current form committees of the board or advisory in nature, which means that they are appointed by the Superintendent, and they serve at his request and discretion. Under the law that creates enables us to act, which is the revised school code at 451 in 1976. It is a general power school district is a body corporate shall be governed by a school board. Also, the meeting was posted and (they are talking about the Bulman Property Disposition Committee.) The meeting was posted as an effort to remain transparent. It was also mentioned that there is an allegation that a current board member had their rights violated when asked to leave such committee meeting. It is stated that committee meetings and that subject to the Open Meetings Act, the appearance of a fourth board member at a committee meeting could be construed as a quorum and create potential legal repercussions. Again, under the handbook it says the OMA was not violated when several members of the board of County Commissioners attended the public meeting of the County Planning Committee, which had more than 50 members and two who were county commissioners, which resulted in the Quorum of the board being present at the meeting without the meeting also being noticed as a county Commission meeting. So long as the non-Member Commissioners do not engage in deliberations or rendered decisions. Trustee Bailey stated in other words, he can attend those meetings according to the law.

President Pridemore addressed Trustee Bailey by expressing her dissent personally and his disregard to the Board. The meeting was adjourned.

Adjournment:

Adjournment

It was moved by Member McKee, seconded by Member Osowski, to adjourn the meeting at 6:56 PM.

Yes: 7 No: 0 Motion: Carried

Respectfully Submitted

Lisa Gubachy
Secretary
Redford Union Schools
Board of Education