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**REGULAR MEETING MINUTES – BOARD OF EDUCATION**  
**Redford Union Schools**  
**September 9, 2024**

**Regular Meeting**  
**9/9/2024**

A Regular meeting of the Redford Union Board of Education was held on September 9, 2024, at MacGowan School (District Meeting Room), 18255 Kinloch, Redford Twp., MI 48240, (Entrance on Curtis – Door #3)

**Call to Order:**

**Call to Order**

President Pridemore called the meeting to order at 5:30 PM.

**Roll Call:**

**Roll Call**

Present: Bailey, Dean, Martin, McAfee, Osowski, Pridemore

Absent: Miller

Also Present: Student Representative Juzswik

**Pledge of Allegiance:**

**Pledge of Allegiance**

The Pledge of Allegiance was recited.

**President Remarks:**

**President's Remarks**

President Pridemore asked that everyone please place their cell phones on silent.

**Adoption of Agenda:**

**Adoption of  
Agenda**

It was Moved by Member Osowski, Seconded by Member Bailey, to adopt the Agenda of the September 9, 2024, Regular Board Meeting.

A second motion was brought forth by Member Martin and Seconded by Member Bailey to amend the Agenda as follows:

**Action Item #4:**

Secretary Martin said since the student code of conduct is under review, she made a motion that the Board of Education must be notified of all long-term suspensions 10 days or more. This includes in school and out of school. Long term suspensions. The Board of Education must be provided with the following

information regarding the long term suspensions, gender of student, school, name, grade, offense, if the student has an IEP or 504 plan, and the number of days the students need suspended for this information will be provided to the Board of Education on a monthly basis by the last Friday of the month until the new student code of conduct is in place.

**Action Item #5:**

Secretary Martin made a second motion that a draft copy of the New Student Code of Conduct be presented to the Board of Education by March 2025, at the school board workshop,

Trustee Osowski agreed with the amendment being a discussion.

President Pridemore said the Board would start with discussion, and then if they are ready to make a vote, then they could or they would discuss potentially tabling a vote when we get to the item.

Trustee Bailey agreed with the amendments.

Trustee Bailey also made a motion to split Action Item #1 into two parts. Part 1) Guidelines; Part 2) Recording.

President Pridemore said what they would do is, when they get to Action Item, #1, they will have discussion, and if they need to separate out, they will.

Trustee Bailey agreed.

The Agenda was amended.

Yes: 6 No: 0 Motion: Carried

**Call to the Audience: Public Participation Regarding Agenda Items**

None.

**Call to the Audience:  
Public Participation  
Regarding Agenda Items**

**Presentations:**

None.

**Presentations**

**Student Representative Communication:**

Elisia Juzswik, Student Representative provided the Board with her agenda.

The students returned to school for the 2024-2025 school year. She shared that she heard enthusiastic remarks about the new additions and updates when

**Student Representative  
Communication**

entering the high school building (Secondary Campus). Students said they liked the updated and fresh look to the area, and they were excited for the cafeteria and the various seating types. When entering the classroom, they were excited about the new furniture and the high-top tables.

She commented on the first home game on the new football field. She thanked principal Mike Taylor for putting it together. It was a memorable event.

This week the Grit team will be hosting an orientation during Panther time for the 10th graders.

This week, the Hope Squad is being interviewed during suicide awareness month by Channel 4 News. The Student Council is starting to work on Homecoming.

### **Superintendent Communication:**

### **Superintendent Communication**

Moment of Silence for Apalachee High School Community

Superintendent Witt asked that they begin by taking a moment of silence for the terrible incident in Appalachia, in the Appalachian Community, and have a 30 seconds moment of silence for the Appalachian High School community in the wake of.

### **September 2024 Board Brag Book**

### **September 2024 Board Brag Book**

#### Beech Elementary School:

Over 150 students from Beech and Hilbert participated in the elementary summer learning program. The morning program focused on strengthening academics for incoming kindergarten through incoming 7th grade students who were registered for the 24-25 school year. The lower elementary program teachers utilized the LitLab program through Wayne RESA while the upper elementary teachers used IXL with a combination of small group differentiated instruction and personalized instruction based on pre-assessment results. For the second summer, Redford Union has partnered with the YMCA to provide summer learning families with an opportunity for a full day of programming. Many families took advantage of this opportunity, and 90 students were enrolled for the onsite YMCA camp.

#### Hilbert Elementary School:

We enjoyed a fantastic first week of school here at Hilbert Elementary, filled with joyful smiles all around. Teachers dedicated this week to establishing procedures, clarifying expectations, and engaging in various relationship-building activities. The students love the new hallways where their teachers have displayed their work.

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Redford Union Junior High School:

All 30 of the 7th and 8th graders who completed our summer school program passed both ELA and Math. Our 9th graders recovered 59 out of 60 class credits. All students participated in FEV tutoring for both ELA and Math every Tuesday and Thursday throughout the 7-week Summer School program and we had over 95% participation each session. Our 7th and 8th graders worked on reteaching and intervention for ELA and Math, while our 9th graders worked on grade-level content in order to assist them with their current class recovery.

Redford Union High School:

On Friday, September 6th, Redford Union Schools proudly celebrated the grand opening and dedication of the Bob Atkins Field. The RU Panthers faced off against Romulus High School and secured a 13-0 victory. Thank you to all who attended and assisted in making it an unforgettable evening. Go Panthers!

Veritas Alternative Education Program:

Veritas was excited to welcome new and returning students back to school. Students participated in a number of teamwork and community building activities this week. Credit recovery classes are already underway, and we are looking forward to a great year!

The Board of Education, Superintendent & District Administration:

The start of a new school year! May all students, families, and staff experience growth, wisdom, and success. Let us celebrate our commitment, tackle **challenges head-on**, **and** show appreciation for the support we provide to one another. Together, we can create an inviting atmosphere where everyone has the chance to thrive.

To our staff, students, parents, and community, We thank our students, devoted parents, hardworking staff, local partners, and the community for their outstanding accomplishments and steadfast commitment to our District.

Give Us Someone/Something To Brag About:

If you know of an individual, group, or business that merits recognition for their extraordinary contributions or service within our District, please send their details along with 1-2 pictures to your building principal or the Board Office at warrenj@redfordu.k12.mi.us (Title: Brag Book) for inclusion in our Board Brag Book.

The Board Brag Book will be posted on the District's Facebook page.

**Calendar of Events (September 10, 2024 – November 11, 2024)****Calendar of Events  
(September 10, 2024 –  
November 11, 2024)**Beech Elementary School:

## September 2024:

- 12th: PBIS Assemblies
- 26th: Family University - Learning Gizmos Game night
- 30th: PBIS Assemblies

## October 2024:

- 2nd: Fall Count Day
- 4th: RU Homecoming Game 7:00 p.m. vs. Annapolis
- 10th: Family University - Literature and Math Night
- 21st: Fall Picture Day
- 25th: Trunk or Treat

## November 2024:

- 1st: End of Marking Period 1st & 5th: District Wide PD - No Students
- 11th - 15th: Book Fair

Hilbert Elementary School:

## September 2024:

- 11th: Open House 6 pm – 8 p.m.
- 26th: Family University Learning Gizmos 5:30 – 7:30 p.m. hosted at Hilbert
- 30th: PBIS Celebration

## October 2024:

- 2nd: Fall Count Day
- 4th: RU Homecoming Game 7:00 p.m. vs. Annapolis
- 10th: Family University Literacy & Math Night 5:30 – 7:30 p.m. Hosted by Beech
- 16th: Fall Picture Day
- 18th: Trunk or Treat 5 p.m. – 7 p.m.

## November 2024:

- 1st: End of Marking Period 1st & 5th: District Wide PD - No Students

Redford Union Junior High School:

## September 2024:

- 11th: Picture Re-take Day
- 12th: 9th-grade Orientation at 6:00 p.m.
- 13th: Skate Night at Riverside 5:30-7:30 p.m.
- 23rd: Hope Week
- 26th: Open House/Meet and Greet 5:30-7:30 p.m.

## October 2024:

- 2nd: Fall Count Day
- 4th: RU Homecoming Game 7:00 p.m. vs. Annapolis
- 23rd: Red Ribbon Week
- 24th: Parent/Teacher Conferences

## November 2024:

- 1st: End of Marking Period One 1st & 5th: District Wide PD - No Students

Redford Union High School:

## September 2024:

- 11th: 9/11 Remembrance Day at RUHS
- 11th: Picture Re-take Day

6th: Credit Recovery starts  
26th: First Girls Group meeting

October 2024:

2nd: Fall Count Day  
4th: Homecoming Game 7:00 p.m. vs. Annapolis  
5th: Homecoming Dance 7:00 p.m.  
23rd: Parent/Teacher Conferences (1/2 Day of School)

November 2024:

1st: End of Marking Period One 1st & 5th: District-Wide PD - No Students

Veritas Alternative Education Program:

September 2024:

6th: Credit Recovery starts  
26th: First Girls Group meeting

October 2024:

2nd: Fall Count Day 2  
4th: Parent Teacher Conferences

November 2024:

1st: End of Marking Period One 1st & 5th: District-Wide PD - No Students

The Calendar of Events will be posted on the District's Facebook page.

**Communication Received by the Board Secretary:**

None.

**Communication  
Received by the  
Board Secretary  
Lorna Dean**

**Chief Financial Officer's Communications:**

Mike Beltinck, CFO spoke on the motion on the EA Plan that was coming up later this evening. They would you like to do is set up a Section 127 Plan that is in reference to the internal revenue code that would allow the District to make certain payments up to \$5,450 of educational assistance to an employee in a tax-free manner. The District was given a grant at the end of last year in July in the amount of \$45,000 and that was a one-time payment for educational assistants for those teachers that qualify for it. Per Judy Nachman, Executive Director of Human Resources & Labor Relations, the District currently has 11 active participants. The first payment would go out on September 20th payroll. It is up to \$200 per month they would get reimbursed.

The auditors are on site this week. They will be in the over the next two to three weeks to finalize the financials.

**Chief Financial Officer's  
Communications,  
Mike Beltinck**

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

The District is fully staffed. There are some special ed classes that are full, and the District is looking into opening another classroom at the junior high school and elementary. Due to the number of referrals that they have there are potentially more ASD students if they qualify for needing ASD services.

There were questions and answers.

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

**Executive Director of Curriculum & Technology Communications:**

Professional Learning Day Overview

Kim Crenshaw, Executive Director of Curriculum & Technology spoke on staff's first day back and the opening day/PD Days. A founding member of the Ron Clark Academy in Atlanta came to the District to speak to our teachers. She was very energetic, very inspiring. A lot of our teachers were very, very excited about what they heard from her. She talked a lot about, remembering to create those relationships and to keep an eye on what is going on outside and not just what you see in front of you and make those connections with kids. It was well received by our staff. She also spoke on the action item that would be later tonight for those CTE computers. The computers that the District had in their one classroom that Justin Rosen uses to do computer design type classes are about seven or eight years old. They are out of date, and they are very slow. She also mentioned that their monitors are pretty are pretty outdated as well.

**Executive Director of  
Curriculum &  
Technology,  
Kim Crenshaw**

**Consent Agenda:**

It was Moved by Member Osowski, Seconded by Member McAfee, to approve the consent agenda items as presented below:

Waived the reading and approved August 12, 2024, Regular Meeting Minutes of Redford Union Board of Education as presented.

Waived the reading and approved August 20, 2024, Workshop Meeting Minutes of Redford Union Board of Education as presented.

Approved the recommend payment of \$1,705,651.80 for checks dated 8/1/2024 – 8/31/2024.

Approved the electronic transfers for the month of August 2024 in the amount of \$3,316,133.03.

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

**Consent Agenda**

**August 12, 2024 Regular  
Meeting Minutes**

**August 20, 2024,  
Workshop Minutes**

**Check Register  
8/1/2024 – 8/31/2024**

**Electronic Transfers  
for the month of  
August 2024**

**New Hires: Certified**

- |  |                   |
|--|-------------------|
| 1. Thomas Kazprzak/School Counselor/RUHS/Effective 9/5/2024                      | Thomas Kazprzak   |
| 2. Danielle Flinchum/2nd Grade Teacher/Beech Elementary/Effective 8/27/2024      | Danielle Flinchum |
| 3. Stephanie Miller/5th Grade Teacher/Beech Elementary/Effective 8/27/2024       | Stephanie Miller  |
| 4. Jason Lauterbach/Physical Education Teacher/Keeler Center/Effective 8/27/2024 | Jason Lauterbach  |

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

- |   |                |
|---|----------------|
| 1. Allecia Duncan/Educational Assistant/Keeler Center/Effective 8/27/2024 | Allecia Duncan |
| 2. Holly Kozma/Educational Assistant/Keeler Center//Effective 8/27/2024   | Holly Kozma    |

Approve **LEAVE REQUEST** as listed below:

- |   |               |
|---|---------------|
| 1. Taylor Rais/SEL Specialist/Beech Elementary/Effective 8/27/2024      | Taylor Rais   |
| 2. Lisa Glowacki/Best Practices Coach/Keeler Center/Effective 8/27/2024 | Lisa Glowacki |

Approve **SEPARATIONS** as listed below:

- |   |                        |
|---|------------------------|
| 1. Kamal Cowles/Math Teacher/RUHS/Resignation/Effective 9/11/2024                           | Kamal Cowles           |
| 2. Ashley Capaldi/School Counselor/RUHS/Resignation/Effective 9/3/2024                      | Ashley Capaldi         |
| 3. Valeria Simuel-Hazziez/4th Grade Teacher/Beech Elementary/Retirement/Effective 8/15/2024 | Valeria Simuel-Hazziez |

Yes: 6 No: 0 Motion: Carried

**Action Items:**

Special Consideration Non-Consent Agenda Action Item(s):

**Redford Union Schools - Board Of Education Public Communication Guidelines**

Moved by Member Osowski, Seconded by Member McAfee, that the Board of Education resolves to adopt the Redford Union Schools Board of Education Public Communication Guidelines as presented. These new Guidelines are being formally established by this Board of Education consistent with the Board of Education Bylaws and Policies, specifically Section 1002: Guidelines for Public Participation at Board Meetings.

The Board had a discussion.

Trustee Bailey suggested that the source be added to the Guidelines to read as “These new guidelines are being formally established based upon policies that are existing.

Trustee Bailey suggested that Guideline #12 - Recording be a separate discussion instead of being included in the guidelines.

President Pridemore agreed that the recording is a separate issue, and it would be brought back for discussion at the October regular meeting or Workshop.

The Guidelines will be amended to reference the source of the board policy.

**Action Items:**

**Redford Union Schools - Board Of Education Public Communication Guidelines**



**Roll Call:**

J. Bailey: Yes, L. Dean: Yes, L. Martin: Yes, J. McAfee: Yes, L. Miller: ABS,  
J. Osowski: Yes, E. Pridemore: Yes

Yes: 6 No: 0 Motion: Carried

**CTE (Career and Technical Education) Classroom Computers:**

Moved by Member Bailey, Seconded by Member Dean, that the Board of Education, at the recommendation of Kim Crenshaw, Executive Director of Curriculum and Technology, and Jasen Witt, Superintendent purchase 64 Dell Desktop computers to be used in the CTE (Career and Technical Education) and General Education classroom computer labs at the Secondary Campus at a cost of \$76,448 to be purchased with a combination of 2021 Capital Bond Project funds and Enhancement Millage dollars.

The Board had a discussion.

There were questions and answers.

**Roll Call:**

J. Bailey: Yes, L. Dean: Yes, L. Martin: Yes, J. McAfee: Yes, L. Miller: ABS,  
J. Osowski: Yes, E. Pridemore: Yes

Yes: 6 No: 0 Motion: Carried

**Creation of a Section 127 Educational Assistance Program (Eap)**

Moved by Member Bailey, Seconded by Member McAfee, that the Board of Education, at the recommendation of Jasen Witt, Superintendent, Mike Beltinck, Chief Financial Officer, and Judy Nachman, Executive Director of Human Resources & Labor Relations approve the creation of an Educational Assistance Program (EAP) under Section 127 of the Internal Revenue Code. The EAP would allow the District to utilize grant-funded loan repayment programs to recognize past academic accomplishments for any employee that meets the eligibility requirements of the grant. District-funded educational assistance would not be covered under this program.

**Roll Call:**

J. Bailey: Yes, L. Dean: Yes, L. Martin: Yes, J. McAfee: Yes, L. Miller: ABS,  
J. Osowski: Yes, E. Pridemore: Yes

**CTE (Career and Technical Education) Classroom Computers****Creation of a Section 127 Educational Assistance Program (EAP)**

Yes: 6 No: 0 Motion: Carried

**The following two items were added due to the amended agenda:**

**Student Code of  
Conduct Initial  
Review**

**Student Code of Conduct Initial Review**

Moved by Member Martin, Seconded by Member Bailey, that the Board of Education must be notified of all long-term suspensions 10 days or more this includes in school and out -of -school long-term suspensions. The Board of Education must be provided with the following information regarding long-term suspensions: Gender of student, school name, grade, offense, if the student has an IEP or a 504 plan, and the number of days the student is being suspended for. This information will be provided to the board of education on a monthly basis by the last Friday of the month until the new student code of conduct is in place.

The Board had a discussion.

Superintendent Witt said that the review is ongoing. The hope is that sometime this fall, at a workshop, probably by the November workshop, they will be presenting something for review. It will be an initial review. There was no time for how long that process might take. It is getting close, but there is more work to do before it is ready to be shared at the workshop.

The discussion ensued.

Secretary Martin would be open to getting a quarterly report showing the number of suspensions, the number of days and whether or not there is an IEP, 504, in place.

Superintendent Witt suggested that the discussion be tabled until the next board workshop.

Secretary Martin and Trustee Bailey agreed.

A motion to table this discussion, contingent on some more learning and discussion in the September board workshop.

**Roll Call:**

J. Bailey: Yes, L. Dean: Yes, L. Martin: Yes, J. McAfee: Yes, L. Miller: ABS,  
J. Osowski: Yes, E. Pridemore: Yes

Yes: 6 No: 0 Motion: Carried

**Draft Student Code of Conduct to the Board by March 2025**

**Draft Student Code of Conduct to the Board by March 2025**

Moved by Member Martin, Seconded by Member Bailey, that the Board of Education receive a draft copy of the new student code of conduct Be presented to the board of education by March 2025 at the school board workshop.

The Board had a discussion.

Superintendent Witt iterated that they are trying to have a draft copy available by the November workshop.

**Roll Call:**

J. Bailey: Yes, L. Dean: Yes, L. Martin: Yes, J. McAfee: Yes, L. Miller: ABS, J. Osowski: Yes, E. Pridemore: Yes

Yes: 6 No: 0 Motion: Carried

**Items Removed from the Consent Agenda:**

None.

**Items Removed from the Consent Agenda:**

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

None.

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

**Superintendent’s Remark:**

Reminder of Upcoming Wayne County Enhancement Millage Election

**Superintendent’s Remark:**

Superintendent Witt gave a reminder that the Wayne County enhancement villote election will be included on the ballot on November 5, and that it is important money and important funds that we have been able to utilize to do a number of different projects, and even security related, technology related and a number of other things. This is an important initiative, not only for our district, but across Wayne County. So, he encourages everyone to remember about that item and vote on November 5.

**Board of Education Communication/Discussion:**

President Pridemore mentioned the MASB CBA Class Training – September 14 & 19, 2024. They need at least 12. There are currently only seven signed up for the

14th and only five for the 19th. They do have a commitment to host the four classes a year, so she encouraged the members to get registered.

The next general meeting will be October 10. They are working to get MASB there to discuss legislative priorities, and they are potentially going to have Brian Galdes there.

There is a game Friday night against Garden City at 6:00 PM Bob Atkin's Field.

Trustee Bailey spoke on the recent school shooting and that the article mentioned that what alerted the police was that teachers were equipped with alert buttons, and police received 26 alert buttons. He asked if that is something our District could explore.

Superintendent Witt responded, "Yes." It actually was something that was presented to the administration as a possibility this summer, but they also were presented with some other technology that they thought was even more beneficial, at least at this point in time such as vape detection systems. Miles Tomasaitis has a meeting later this week and Superintendent Witt, Kim Crenshaw and Mike Beltinck have already been in a couple of meetings to see the presentations. They are looking at a vape detection system. They are looking at a gunshot detection system to put at some locations, potentially within our secondary campus, and potentially other buildings as well. But all those things cost money, and the state covers funding when it comes to school security by 98% across the state. Those buttons Trustee Bailey described are available. They are on the list of things the administration is considering.

Trustee Bailey asked that the Board be kept in the loop of those wonderful innovations as well as the suspensions Secretary Marting spoke of.

Trustee Osowski thanked everybody that came out for the football game. It is an incredible field, and everybody that has been through the building had great things to say about it, and they just wait for the other people to actually see it. It is phenomenal, if you have not been there, come out to the game, all the administrators,

Trustee McAfee reiterated what Trustee Osowski said, They personally had been out of the district for a number of years and moved back in. And they were delighted at the participation, the students, the alumni. It was wonderful.

Secretary Martin said things were great and the vendors were awesome.

She mentioned this is National Library month, so get your library cards and use them.

President Pridemore said that it was a wonderful event Friday.

Treasurer Dean missed the game, but she will be at the other games, upcoming games. She shared that she has a high schooler who is so excited about being in

high school right now. She is also looking forward to the dialog about how the suspensions decisions are made because that is a big part of it. He is back, and she is happy about it. He is so excited about this automotive program.

Trustee Bailey suggested the spouses that help support our District be included in the Brag Book.

**Future Meeting Dates:**

Tuesday, September 24, 2024, Board Workshop – 5:30 PM  
MacGowan School (District Meeting Room), 18255 Kinloch, Redford Twp., MI 48240, (Door #3)

Monday, October 14, 2024, Regular Meeting – 5:30 PM  
MacGowan School (District Meeting Room), 18255 Kinloch, Redford Twp., MI 48240, (Door #3)

Tuesday, October 29, 2024, Board Workshop – 5:30 PM  
MacGowan School (District Meeting Room), 18255 Kinloch, Redford Twp., MI 48240, (Door #3)

**Adjournment:**

It was Moved by Member Osowski , Seconded by Member McAfee, to adjourn the meeting at 6:50 PM.

Yes: 6 No: 0 Motion: Carried

**Future Meeting Dates**

**Adjournment**

Respectfully Submitted

LaKeya Martin  
Secretary  
Redford Union Schools  
Board of Education