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

Regular Meeting
12/09/2024

A Regular meeting of the Redford Union Board of Education was held on December 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 5:33 PM.

Roll Call:

Roll Call

Present: Bailey, Dean (Late 5:34 PM) Martin, Miller, Osowski, Pridemore and Student Representative Juzswik

Absent: None.

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.

President Pridemore wished everyone a belated Happy Thanksgiving.

She officially announced that Mrs. Martin and herself will serve for six more years as the results of the November 5, 2024, General Elections.

Adoption of Agenda:

**Adoption of
Agenda**

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

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:****Presentations****Interview(s) – Candidate(s) for Appointment to Vacant Trustee Position:**

President Pridemore explained the interview process. She said that they would have the candidate take a couple minutes to give an introduction, explain why he/she wants to serve on this board. Afterwards, President Pridemore would go down the table and each board member will be given the opportunity to ask two questions, and if needed a follow up question. Later in the night, the Board will have some discussion and hopefully successfully appoint a new board member.

**Interview(s) –
Candidate(s) for
Appointment to
Vacant Trustee
Position****Megan Johnson:**

Megan Johnson introduced herself. She detailed her educational background and professional experience in social work and special education. Megan explained her motivation for serving on the board, emphasized her children's education and her background in social justice. She answered questions from board members about her understanding of a school board member's role, her thoughts on school discipline, and her ability to build consensus.

Richard Hoffman:

Richard Hoffman introduced himself. He detailed his 30-year tenure in Redford Union and his diverse family background. Richard discussed his experience on various boards and his background in martial arts. He answered questions from board members on what traits he would look for in a superintendent, his ability to build consensus, and his willingness to work with the district if not appointed.

2023/2024 Financial Audit (Dan Merritt, Rehmann):

Dan Merritt presented the 2023/2024 Financial Audit to the Board. He explained the audit process, the unmodified opinion given, and the importance of a clean opinion for State Aid. Dan shared the financial results which included the general fund, special education fund, capital projects fund, and non-major funds. Dan Merritt highlighted the additional \$2 million to the general fund balance and the importance of maintaining a healthy fund balance. He explained the impact of the State's changes in funding, including the reduction in retiree health payments. Dan emphasized the importance of careful expenditure management due to the absence of future COVID-related grants.

**2023/2024 Financial
Audit (Dan Merritt,
Rehmann)**

The Board had a discussion.

Dan also provided an overview of upcoming accounting pronouncements and the hard work of the District's Finance Team in preparing the audit.

Student Representative Communication:

Elisia Juzswik, Student Representative shared updates on various student activities, and events. Last Saturday, the Hope Squad had the opportunity to go to Northville for a mental health conference. There they learned more about what could cause someone's mental health to decrease and how we can improve mental health in our District.

Tomorrow, a winning magician from America's Got Talent will be in the District to perform the Junior High, High School, and the Hope Squad. On

Thursday, three of the Hope Squad members will go to Dearborn Country Club as guest speakers regarding the importance of mental health.

The Student Council has started selling candy grams for the upcoming Holiday. They have an upcoming blood drive on December 17.

The Boys' Varsity Basketball home games are scheduled for December 10 and 17. The Girls' Varsity Basketball home games are scheduled for December 13 and 19.

The National Honor Society held their induction ceremony last week, officially welcoming the 2024-2025 members. They have also set up a toy drive around the school for Toys for Tots.

Superintendent Communication:

December 2024 Staff Member of the Month:

- Keeler Administration – (Winner) Jasen Witt, Superintendent
- Beech Elementary School – (Winner) Dina Chapman, Dean of Student
- Hilbert Elementary School – (Winner) Allison Hubert, Social-Emotional Learning (SEL) Specialist
- Redford Union Junior High School – (Winner) Kaitlyn Lupro, Special Education Teacher
- Redford Union High School – (Winner) Lyn Adolfo, Social-Emotional Learning (SEL) Specialist
- Keeler ADT/EDT School – (Winner) Jason Lauterbach, Physical Education Teacher
- MacGowan School – (Winner) Chris Abston, Deaf or Hard of Hearing Technician

Student Representative Communication

Superintendent Communication December 2024 Staff Member of the Month

December 2024 Board Brag Book:

Below are the highlighted recognitions from this month's Board Brag Book. The Brag Book and Calendar of Events will be posted on the District's Facebook.

Beech Elementary School:

The St. Edith Knights of Columbus Coats for Kids Program generously donated around 100 coats to Beech students. Additional coats from the FedEx donation at Hilbert ensured all students will stay warm this winter. Larger sizes were also distributed to students on the secondary campus and at Veritas.

Hilbert Elementary School:

The Hilbert PBIS team, led by Allison Hubert, has worked together to recognize students and classes for displaying positive behaviors around the building. There are THREE awards, one for grades 3-6 and one for grades K-2 in each category: The Golden Boot Award: For exceptional behavior in the hallways. The Golden Spatula Award: For outstanding behavior at lunch. The Golden Football Award: For positive behavior at recess. We also have our Golden Apple and Shining Star awards! The Golden Apple will go to one class that demonstrates exceptional positive habits across all areas of the school. The Shining Star will be awarded to one student who shows outstanding behavior school-wide. We continue to recognize students for going above and beyond with Book Vending Machine coins.

Redford Union Junior High School:

During the month of November, we practiced kindness and appreciation as a school in a variety of ways. We had two scheduled assemblies during anti-bullying week. Officer Hall, our School Resource Officer and Officer Plymel, the School Resource Officer at Thurston, partnered together to speak separately to our male and female students. To educate and keep our students safe the topics of cyberbullying, online threats, sending and receiving explicit content, social media laws and online predatory behavior were all discussed. Students also had the opportunity to ask one-to-one questions of the officers afterwards and many took advantage of this. At the end of the week, we had a whole school assembly on anti-bullying and finding your own internal strength with the organization Point Break. Again, students took a lot away from this experience.

Inside of the classrooms, teachers continue to find hands-on opportunities for our students to participate in. These activities solidify learning and put the learning in the hands of our students. In Mr. Schlicker's 9th grade Biology class students used candy to make their own DNA models. Yes, they of course tried to eat them afterward. Mrs. Kucka, our 8th grade English teacher, revolutionized her classroom this marking period by moving toward a center-based learning approach. Students rotate through a variety of centers three times a week, including a reading group with the teacher, listening, writing, PBL and online foundational skill building. There has been a high level of positive student

feedback around this, and other teachers are working towards center-based instruction, which is also seen in our ELA and Math enrichment and foundational classes.

Lastly, we want to give a huge shout out and thank you to school psychologist Andrea Lamb. Her and her husband donated 16 turkeys for us to give away to families for Thanksgiving. There were many tears of thanks and gratitude as the families came to pick these up. It is a great feeling to be able to help our school community in this way and we were grateful for the opportunity to do it.

Redford Union High School:

Last month, all Redford Union High School students were pre-screened for vision impairments. As a result, 214 students received an official eye exam. In a few weeks, those students will pick out their frames and receive their new free pair of glasses, with no cost to our families! This comes courtesy of Vision To Learn. A huge thank you to the technicians and doctors who are helping our students at RUHS.

On November 25th, Students from Ms. Thomas' Academic Achievers program visited a local Redford business this morning to exhibit their budgeting skills. Each student was given a \$20 budget by the school and was tasked with identifying five needs and two wants within their budget prior to shopping. This is yet another successful strategy that our students are exposed to in order to prepare them for the real world!

The RUHS Hope Squad celebrated a Thanksgiving meal together prior to the break. Our Hope Squad members work closely with all students to recognize serious mental health concerns, especially any red flags for suicidal tendencies, and act as a liaison between their peers and adults to seek assistance for those who are unable to speak up for themselves.

Keeler Day Treatment Programs:

On December 5th, Keeler ADT shopping spree and lunch with our community partners: The Alhambra and Leo's Coney Island. Students were whisked away to Meijer and allotted \$80 each, generously donated by the Al Hambre, Manresa Caravan, a children's service organization. Following the shopping spree, students will be treated to lunch at Leo's Coney Island.

Coming up on December 13th, Keeler ADT PBIS will have a Reward trip for students maintaining levels 3 and 4 for six weeks in a row. Students will be going bowling at May Flower Lane and lunch at Leo's.

Veritas Alternative Education Program:

On Tuesday, November 26, Veritas had its annual Thanksgiving Breakfast. The hard working staff cooked pancakes, sausage, and breakfast casserole to share with our

students before the break. Thank you, Mr. Marable, Mrs. MacDonald, and Mrs. Perry, for your donations and your hard work to help pull off another wonderful breakfast!

The Board of Education, Superintendent & District Administration:

Wishing you all the joys of the season and happiness throughout the coming year.

Calendar of Events (December 10, 2024 – February 10, 2025):

Beech Elementary School:

December 2024:

10th: WATCH D.O.G.S Launch Planning Meeting @ Hilbert
 12th: Family University - Family Movie Night, 5:30 - 7:30 pm @ Beech Elementary
 17th & 18th: PBIS Pancake Celebration
 19th: 4th Grade Music Concert
 23rd -31st: Christmas/Winter Break - District Closed

January 2025:

1st - 3rd: Christmas/Winter Break - District Closed
 6th: School Resumes
 7th: Girl Scout Meeting
 9th: PBIS Assemblies
 20th: MLK Jr. Day - No School
 27th: Mobile Dentist
 28th: WATCH D.O.G.S. Launch Event at Beech
 30th: Haft Day for Students
 30th: End of 1st Semester
 31st: No School for Students - District Records Day

February 2025:

3rd: First Day of Second Semester (3rd Quarter)
 6th: 5th Grade Music Concert @ 6:00
 12th: Student Count Day

Hilbert Elementary School:

December 2024:

10th: Watch D.O.G.S. Core Team Planning 5pm @ Beech Elementary
 12th: Family University - Family Movie Night, 5:30 - 7:30 pm @ Beech Elementary
 17th & 18th: PBIS Pancake Breakfast
 19th: K-6 Winter Music Performance 9:30 am
 23rd -31st: Christmas/Winter Break - District Closed

January 2025:

1st - 3rd: Christmas/Winter Break - District Closed
 6th: School Resumes
 9th: PBIS Refresher Assemblies
 15th: 3rd Grade Field Trip DIA
 21st: 5th Grade Field Trip DIA
 29th: Watch D.O.G.S Launch Day - 5:30 pm

**Calendar of Events
 (December 10, 2024 –
 February 10, 2025)**

30th: Half Day for Students - 11:30 am Dismissal
 30th: End of 1st Semester
 31st: No School for Students - District Records Day

February 2025:

3rd: House Sort Day/First Day of Second Semester (3rd Quarter)
 7th: Report Cards Sent Home
 12th: Student Count Day

Redford Union Junior High School:

December 2024:

10th: School-wide assembly- Magician
 12th: Band Concert
 13th: DIA field trip
 23rd -31st: Christmas/Winter Break - District Closed

January 2025:

1st - 3rd: Christmas/Winter Break - District Closed
 6th: School Resumes
 20th: MLK Jr. Day - No School
 30th: Haft Day for Students
 30th: End of 1st Semester
 31st: No School for Students - District Records Day

February 2025:

3rd: First Day of Second Semester
 5th: Global Day of Play
 6th: Black History Month program
 12th: Student Count Day

Redford Union High School:

December 2024:

10th: School-wide assembly- Magician
 18th: Vocal Music Christmas Concert @ 7:00 PM
 23rd - 31st: Christmas/Winter Break - District Closed

January 2025:

1st - 3rd: Christmas/Winter Break - District Closed
 6th: School Resumes
 20th: MLK Jr. Day - No School
 30th: Haft Day for Students - 10:40 AM Dismissal
 30th: End of 1st Semester
 31st: No School for Students - District Records Day

February 2025

3rd: First Day of Second Semester
 12th: Student Count Day

Keeler Day Treatment Programs:

December 2024:

9th - 13th: Penny Wars
 16th: Holidays around the world/activity & (Spirit Day - wear red and white)
 17th: Students will watch the movie Polar Express/Elf in the gym & (Spirit Day- pajama day)

18th: Holiday dance in the gym with cookie decorating and punch & (Spirit Day - Ugly sweater or holiday shirt)
 19th: Gingerbread house making in the afternoon (Spirit Day-wear a holiday hat, headband, or "holiday" hair)
 20th: Field trip to the movies to see the new Sonic 3 movie (Spirit Day-wear your favorite flannel day)
 23rd -31st: Christmas/Winter Break - District Closed

January 2025:

1st - 3rd: Christmas/Winter Break - District Closed
 6th: School Resumes

February 2025:

3rd: First Day of Second Semester
 12th: Student Count Day

Veritas Alternative Education Program:

December 2024:

10th: Assembly at RUHS with Magician Anthony Grupido
 12th: PAC Party (Passing All Classes)
 19th: Holiday Activity and Cookie Decoration
 23rd -31st: Christmas/Winter Break - District Closed

January 2025:

1st - 3rd: Christmas/Winter Break - District Closed
 6th: School Resumes
 28th – 30th: Final Exams for 1st Semester

February 2025:

3rd: First Day of Second Semester
 12th: Student Count Day

Communication Received by the Board Secretary:

None.

**Communication
 Received by the
 Board Secretary
 LaKeya Martin**

Chief Financial Officer's Communications:

Budget Summary

Mike Beltinck, CFO went through the Financial Statements, shared details about the budget lines listed in the General Fund, Center Based Programs Fund, Debt Services, and the Food Service Fund.

The Auditor continued to note that the District needs to put into place more comprehensive grant policies as required under uniform guidance. This year the Auditor gave Mr. Beltinck a version of the one that they worked on with Michigan School Business Officials (MSBO) to assist him with the grant policies. The Auditor

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

shared that it is not an issue with how the District spent grant resources. It' is not an issue with allocation of funding. These policies are required.

Annual Summer Tax Resolution 2025 Overview:

It was noted that later in the Agenda the Board would be asked to approve this annual resolution.

Executive Director of Human Resources and Labor Relations Communication:

Judy Nachman, Executive Director of Human Resources and Labor Relations shared that Melanie Nikonowicz lost her fight to cancer on the evening of November 21 and her memorial was this past weekend. Melanie was a long-time teacher in the district, a special education teacher serving Keeler Elementary, Hilbert Middle School, and Redford Union High School. She fought this battle for a year and a half, and if we can just keep her husband, Chris and their two kids and our thoughts during the holidays.

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

Executive Director of Curriculum & Technology Communications:

Kim Crenshaw, Executive Director of Curriculum & Technology shared that she had plans to come and do a big data presentation for the Board tonight, but December is Grant month, and all the grants are due. The data presentation will be presented next month.

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

Consent Agenda:

Consent Agenda

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

Waived the reading and approved November 11, 2024, Regular Meeting Minutes of Redford Union Board of Education as presented.

**November 11, 2024,
Regular Meeting
Minutes**

Approved the recommend payment of \$1,575,274.16 for checks dated 11/1/2024 – 11/30/2024.

**Check Register
11/1/2024 –11/30/2024**

Approved the electronic transfers for the month of November 2024 in the amount of \$3,098,071.39.

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

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

- Colleen Colegrove/Teacher/RUHS/Effective/12/2/2024

**New Hires: Certified
Colleen Colegrove**

Approved **LEAVE REQUEST** as listed below:

- Gaeb Griese/Teacher/Hilbert/Effective/12/2/2024
- Lyndsay LaBurn/Teacher/RUHS/Effective/9/27/2024

Leave Request
 Gaeb Griese
 Lyndsay LaBurn

Approved **SEPARATIONS** as listed below:

- Melaney Nikonowicz/Teacher/RUHS/Effective/11/21/2024

Separations
 Melaney Nikonowicz

Yes: 6 No: 0 Motion: Carried

Action Items:

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

Action Items:

2023/2024 Financial Audit:

It was Moved by Member Osowski, Seconded by Member Miller, that the Board of Education at the recommendation of Michael Beltinck, Chief Financial Officer and Jasen Witt, Superintendent, approve the 2023/2024 Financial Audit as presented.

**2023/2024
Financial Audit**

Roll Call:

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

Yes: 6 No: 0 Motion: Carried

Annual Summer Tax Resolution 2025:

It was Moved by Member Osowski, Seconded by Member Martin, that the Board of Education at the recommendation of Michael Beltinck, Chief Financial Officer, approve the Annual Summer Tax Resolution 2025.

**Annual Summer
Tax Resolution
2025**

Roll Call:

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

Yes: 6 No: 0 Motion: Carried

Appointee to Vacant Board Trustee Position:

It was Moved by Member Bailey, to nominate Megan Johnson, Seconded by Member Martin. Megan Johnson accepted the position.

**Appointee to Vacant
Board Trustee
Position**

The Board of Education appointed Megan Johnson as a new Trustee of the Redford Union Schools Board of Education effective 12/9/2024. Trustee Johnson will fill the position until the November 2026 elections are certified, after which a newly-elected member will begin a new 6-year term.

Roll Call Vote relative to Megan Johnson (appointment) as Trustee:

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

Yes: 6_ No: 0 Motion: Carried

Application for Preliminary Qualification of Bonds:

Application for Preliminary Qualification of Bonds

It was Moved by Member Osowski, Seconded by Member Miller, that the Board of Education at the recommendation of Jasen Witt, Superintendent and Mike Beltinck, Chief Financial Officer that the Board of Education hereby resolves to approve the submission of the Application for Preliminary Qualification of Bonds to the Michigan Department of Treasury as presented for a May 6, 2025, election and further resolves as follows to:

1. Apply for preliminary qualification of bonds by the State Treasurer for the purpose of financing the school construction description in this application;
2. Present said application to the State Treasurer for action prior to the official action of the Board of Education calling the election on said bond issue;
3. Present a final qualification application to the State Treasurer for qualification of their bonds after this bond issue has been approved by the electors of Redford Union Schools, District No. 1;
4. Acknowledge the reading of this application and approval of all statements and representations contained herein as true to the best knowledge and belief of the Board of Education; and
5. Authorize the Secretary of the Board of Education to sign the Preliminary Application and submit same to the State Treasurer for review and approval.

The Board had a discussion.

The discussion was on the budget allocations and project changes for school facilities. Key points included a \$300,000 repair for a four-year-old track, reallocation of funds for lighting and scoreboards, and the need for \$700,000

in kitchen equipment replacements. The budget for McGowan increased from \$4.8 million to \$5.1 million, and Keeler's budget rose from \$6.1 million to \$6.4 million. Concerns were raised about the lack of transparency and community input in budget changes. The board also discussed the potential demolition of two buildings and the need for LED lighting upgrades. Future meetings were scheduled for January and February 2025.

There were questions and answers.

The Board expressed confusion and frustration about the need for new classroom doors, given that some were replaced in the last bond, about additional funds allocated to the old schoolhouse for electrical wiring upgrades, feeling that the board was not informed about these changes. The Board expressed concern about creating vacant properties by demolishing buildings, despite the need for demolition due to their condition and expressed frustration about feeling blindsided by changes and the lack of transparency in the process.

The Board asked about the status of the baseball field project.

Superintendent Witt explained that the project was pending due to final project closures and available funds. There is a possibility of using general fund dollars to fund the baseball field project, but the final numbers are not yet confirmed.

The Board inquired about changes in the bond team and the process for selecting a new team.

Superintendent Witt explained that it would involve a new process and potential different combinations of team members. He also emphasized the need for a clear plan and prioritization of initiatives, given the current construction projects and the board's capacity.

The Board raised concerns about public representation and their decision-making process, suggested that the board should involve the public more in future discussions.

Superintendent Witt acknowledged the need for public input.

President Pridemore said for the record, that the reason the Bowman lot is not developed was not because the community complained about it. It was because the board, the committee, who listened to the proposals, did not like any of them, and when we asked for counter proposals, nobody was interested in giving the Board counter proposals. So, it kind of died. She thinks the market has changed, and at a future date, they do need to look at that property again.

The District is closing out the bond projects. Either at the January Workshop or no later than February, the Bond Team will come in and give the Board an update on the wrap up of the current bond work, and final numbers.

President Pridemore suggested that the board needs to submit the application to move forward with the bond process, despite the need for further discussion and changes in the process.

The board voted to approve the application, with all members in favor.

Roll Call:

J. Bailey: Yes, L. Dean: Yes, L. Martin: Yes, L. Miller: Yes,
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:

Superintendent Witt wished everyone a Merry Christmas, Happy Holidays and Happy New Year.

**Superintendent's
Remark:**

Board of Education Communication/Discussion:

Members of the Board wished everyone Happy Holidays.

**Board of Education
Communication/
Discussion**

Trustee Bailey asked if the school board would be interested in signing Christmas Cards written as the Redford Union School Board, or an alternative would be board members sign individually.

Superintendent Witt offered a suggestion, if Trustee Bailey wants to sign the cards, and provide them to him, he would make them available at Central Office for people to sign by a certain date, and then we can get out before the holidays.

Trustee Bailey requested to be on the January Board Workshop Agenda to discuss "Safe Routes to School" grant opportunity that he is completing.

There are 22,000 feet in Redford where there is not any sidewalk, like along six miles, somebody in a wheelchair would have to be in the road if there is any level of snow.

Future Meeting Dates:

Future Meeting Dates

Monday, January 13, 2025, Regular Meeting – 5:30 PM
MacGowan School (District Meeting Room), 18255 Kinloch, Redford Twp., MI 48240, (Door #3)

Tuesday, January 28, 2024, Board Workshop – 5:30 PM
MacGowan School (District Meeting Room), 18255 Kinloch, Redford Twp., MI 48240, (Door #3)

Monday, February 10, 2025, Regular Meeting – 5:30 PM
MacGowan School (District Meeting Room), 18255 Kinloch, Redford Twp., MI 48240, (Door #3)

Tuesday, February 25, 2025, Board Workshop – 5:30 PM
MacGowan School (District Meeting Room), 18255 Kinloch, Redford Twp., MI 48240, (Door #3)

Adjournment:

Adjournment

It was Moved by Member Osowski , Seconded by Member Miller, to adjourn the meeting at 7:58 PM.

Yes: 6 No: 0 Motion: Carried

Respectfully Submitted

LaKeya Martin
Secretary
Redford Union Schools
Board of Education