

# Richmond Community Schools

35276 Division \* Richmond, Michigan 48062 \* (586) 727-3565 \* [www.richmond.k12.mi.us](http://www.richmond.k12.mi.us)

## BOARD OF EDUCATION

Deborah Michon, President  
Angela Pacitto, Vice President  
Bridgette Shuboy, Secretary  
Danielle Sutton, Treasurer  
Kyle Simmons, Trustee  
Margaret Teltow, Trustee  
Sherri Zube, Trustee

Brian J. Walmsley, Ed.S.  
Superintendent

## BOARD OF EDUCATION REGULAR MEETING MINUTES

**7:00PM ON DECEMBER 13, 2021, IN THE MEDIA CENTER AT RICHMOND HIGH SCHOOL  
(35320 Division, Richmond, Michigan 48062)**

*This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in Agenda Item 9.*

**1. CALL TO ORDER**

Regularly scheduled meeting of the Board of Education called to order at 7:00 PM.

**2. PLEDGE OF ALLEGIANCE**

Pledge of Allegiance recited by Board of Education, Superintendent, Central Office, and audience.

**3. MISSION STATEMENT**

Mission statement read by Board member Pacitto.

**4. ROLL CALL**

Board member Pacitto took roll call: Deborah Michon – Present, Angela Pacitto – Present, Bridgette Shuboy – Absent with Notice, Kyle Simmons – Present, Danielle Sutton – Absent with Notice, Margaret Teltow – Present, and Sherri Zube – Absent with Notice.

4 – 0 Quorum of the Board

**5. APPROVAL OF AGENDA**

Motion by Board member Teltow to approve the agenda as presented. Support by Board member Simmons

Discussion: None

All in Favor: 4. Opposed: 0. Motion passed.

**6. APPROVAL OF CONSENT AGENDA**

Motion by Board member Teltow to approve the Consent Agenda as presented in the attached documentation. Support by Board member Simmons.

### **Non-Discrimination Statement**

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Discussion: Superintendent Walmsley recognized the following:

Resignations and Retirements: Catherine Garcia (Special Education Paraprofessional) and Emily Leach (4<sup>th</sup> grade Teacher).

Termination: Jamie Sanders (Childcare).

Lay-off / Non-renewal of Contract: None.

New Hires: Chase Churchill (Freshman Boys Basketball), Ashley Gee (Special Education Paraprofessional), and Cynthia Russo (Lunch Supervisor).

Notice of Appointments (Previously Hired by the Board): Derek Howell (Alternative Education and Online Learning Coordinator).

Superintendent Walmsley stated there were no corrections to the 11-22-2021 regular meeting minutes or the 11-29-2021 special meeting minutes.

Superintendent Walmsley stated there were no questions regarding the *Claims and Accounts*.

All in Favor: 4. Opposed: 0. Motion passed.

## 7. BOND UPDATE

Superintendent Walmsley provided an overview and status of current bond projects. He also spoke to Action Item 13 – A, *Approval of Middle School and High School Fitness/Weight Room Equipment*, under consideration by the Board of Education on Monday, December 13, 2021.

## 8. PRESENTATION

### A. Recognition of Retirement, Brass Bell

The Board of Education, Superintendent Walmsley, and members of the administrative team recognized the following individuals for their dedication to the students and staff of Richmond Community Schools and for their years of service: (1) Robin Ducharme. Recognized by Kristie Lashbrook, *Director of Student Support Services*, (2) Karen Montgomery. Recognized by Suzanne Fulghum, *Director of Transportation*, and Tammie Schadd, *Director of Business and Management Services*, and (3) David Kochan. Recognized by Renee Ara, *Executive Director of Curriculum and Educational Services*, and Heidi Mangune, *ES Principal*.

### B. CARE of Southeast Michigan Presentation on Student Assistance Program (SAP) and Employee Assistance Program (EAP)

Joseph Gulino, CARE Training Coordinator, presented resources available to staff (e.g., *Employee Assistance Programs*) and students (e.g., *Student Assistance Program*) through CARE of Southeast Michigan.

### C. Proposal for Overnight/Extended Student Trip to Alma High School, January 14 and 15, 2022.

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Preston Treend, Wrestling Coach, presented a proposal from the wrestling program's requesting the Board's approval of an overnight field trip to Alma High School on January 14-15, 2022. The proposal has been reviewed and approved by Andrew Kastl, Richmond High School Principal, Chris Rinehart, Director of Athletics, Facilities, and School Safety, and has the support of the Superintendent.

D. Instructional Spotlight: Standards Based Grading

Renee Ara, *Executive Director of Curriculum and Educational Services*, Heide Mangune, *Will L. Lee Elementary School Principal*, and Keith Bartels, *Richmond Middle School Principal*, will present an overview of the district's K-8 standards-based grading in the elementary and middle schools.

E. Staff and Community Survey Results, Plan, and Budget for the Elementary and Secondary Schools Emergency Relief Funds (ESSER III)

Renee Ara, *Executive Director of Curriculum and Educational Services*, and Tammie Schadd, *Director of Business and Management Services*, presented the Elementary and Secondary Schools Emergency Relief Funds (ESSER III) survey results, plan for the utilization of the funds, and projected 3-year budget.

F. Review Board Policy 2303 - Violation of Board Code of Ethics

Deborah Michon, Board President, reviewed Board Policy 2303, *Violation of Board Code of Ethics*, with the Board of Education. Discussion occurred between board members.

## 9. PUBLIC COMMENT

The following members of the public spoke:

- Heather Szlachtowicz spoke regarding her concerns as a district employee with leaving the media center doors opened during the day. She stated that she would like a plan in place, so she knows what to do in case of an active shooter.
- Sandra Fortuna expressed her excitement with the CARE presentation. She stated that she hopes student can reach out to CARE on their own and request either male or female counselors. She was also curious as to how the district will advertise this program.
- Charlene Lafleur expressed her concerns with bullying in the middle school. She stated that the middle school secretary was bullying her daughter in addition to her daughter's fellow students. She said she wants her daughter to feel safe and welcome at school.
- Ashley Marcial wanted to acknowledge the district for brining CARE to the students. She hoped students can reach out anonymously.

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- Kristina Turchi stated that she would look the district to investigate its protocols regarding threats to schools. She was upset that she didn't get a call from the elementary school when the district closed the high school last week.

## 10. SUPERINTENDENT AND LEGISLATIVE UPDATE

Superintendent Walmsley provided the following update:

### **Legislative.**

Last Thursday, the House planned to vote on legislation that would have a severe impact on the School Aid Fund. HB 4981 is legislation that would increase commissions to lottery retailers at the expense of school revenue. While the House did not vote on it last week, it is likely that HB 4981 may be voted on it tomorrow.

### **House Acts on Another Supplemental**

As summarized in last week's Legislative Update, the legislature is beginning to consider how the state should spend the \$6 billion Michigan has received as part of the American Rescue Plan Act (ARPA) stimulus package. Last week, there were spending plans proposed for law enforcement and water infrastructure. Last week, the **House acted on HB 5523, which is being categorized as an "early treatment supplemental"** and includes funding to the Department of Health and Human Services (DHHS) for programs such as monoclonal treatments, healthcare staffing, and to create COVID-19 early treatment sites around the state.

**The only education-related item included in this supplemental is \$300.8 million in federal funds for MDHHS to purchase COVID-19 tests for schools.** You may have seen headlines in the past week that the legislature was "sitting" on this funding. Michigan received \$300.8 million as part of our American Rescue Plan Act (ARPA) funds. The state is obligated to use this specific pot of money only for the purpose of supporting screening and testing activities to facilitate the reopening and safe operations of schools. Congress appropriated this funding with the intention that it would be utilized during the current school year.

In the most current form, HB 5523 designates Michigan Association of Intermediate Schools Administrators (MAISA) to distribute tests and specifies that this must be based on an equitable headcount basis, to eligible schools, and for the option for eligible schools opt-out and instead purchase COVID-19 tests directly and request reimbursement from MDHHS.

As of this morning, the actual bill language had not been released so we will be sure to keep you updated with any details as they become available. It is also important to mention that House leadership indicated that this supplemental still needs to be agreed upon with the Senate, there is potential for several changes to what was introduced in this supplemental, as well as the others detailed last week.

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We are also keeping a close eye on the Senate's proposal for supplementals. SB 753 and SB 755 were passed to the House this week as "shell bills" meaning they were intentionally left with only \$100 placeholders.

### **Senate Education**

The Senate Education Committee's agenda last week was legislation aimed at addressing substitute teaching shortages. HB 4293 and HB 4294 were introduced in early 2021 and propose changes to address the immediate needs in the classroom.

HB 4294 would **allow a district to employ an individual as a substitute without a certificate or permit or who did not meet the requirements of a substitute teacher**. These individuals must have a high school diploma or equivalency certificate and *be employed by or have worked at the school district or ISD*.

- Additionally, the bill stipulates that if the individual's existing salary as an employee of or worker at the district or ISD were higher than the salary of a substitute teacher who was employed at or worked at the district or ISD, **the individual's salary for his or her employment as a substitute teacher could not be lower than his or her existing salary**.
- If their current salary is lower, that individual's salary for his or her work as a substitute teacher **would have to be equal to or greater than** the salary of a substitute teacher who was employed at or worked at the school district or ISD.
- Finally, an individual who declined employment or assignment as a substitute teacher could not be terminated from his or her existing employment or assignment and could not be subject to retaliation solely for declining the employment or assignment.

In the bill's current form, this proposed change would only be in effect until June 30, 2022.

The other bill in this package, HB 4293, addresses the changes proposed and collective bargaining. Under the proposed bill, decisions regarding the employment of an individual as a substitute teacher as specified under House Bill 4294 (H-2) would be prohibited.

The bill also makes two changes to the Public Employment Relations Act related to collective bargaining.

1. The first would remove language pertaining to collective bargaining if a public school is placed in the state school reform/redesign school district or is placed under a chief executive officer (CEO).

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2. The second would remove language pertaining to a public-school employer's collective bargaining duty regarding schools operating under one of the four school intervention models implemented by the Superintendent of Public Instruction.

There was a significant debate by the committee on the legislation and no vote was taken on the bills. MASA supports HB 4293 and HB 4294.

**Athletics.** There are many home and away games scheduled between now and the next Board meeting on January 10, 2022. Everyone is encouraged to visit the athletic website for dates and times. With that said, some upcoming games and competitions being played at home are:

Monday, December 13

3:30 PM	Boys/Girls Varsity Bowling	Home (Strikers)	Yale
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Tuesday, December 21

5:30 PM	Boys JV Basketball	Home	Anchor Bay
7:00 PM	Boys Varsity Basketball	Home	Anchor Bay

Tuesday, January 04

5:30 PM	Girls JV Basketball	Home	North Branch
7:00 PM	Girls Varsity Basketball	Home	North Branch

Thursday, January 06

5:30 PM	Girls JV Basketball	Home	Almont
7:00 PM	Girls Varsity Basketball	Home	Almont

Friday, January 07

5:00 PM	Girls Varsity Cheerleading	Home	Richmond Invitational
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**Food Service**

Hats off to our head cooks and cooks. The number of meals served continue to rise from last year's meal count. In October, the food service staff served 871 more breakfasts and 809 more lunches than October 2020. During the month of November, the food service staff served 21,380 meals. 773 students chose the Holiday Turkey meal prior to Thanksgiving. The ladies and gentleman are doing an outstanding job and I could not be prouder of the professionalism and dedication they exhibit every day.

**Building News**

- The National Junior Honor Society and National Honor Society assisted Lee Elementary students shop at the Santa shop. The PTO provided every student with \$7 to shop at the Santa Shop so that no student would feel left out. What an awesome gesture by the Lee PTO.

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- The Preschool is planning their virtual Christmas Program in which parents and guardians and family members will be able to log in to watch online.
- Last Wednesday, the middle school and high school held their holiday band concert in the auditorium of Richmond High School. It was outstanding. Thank you, Mrs. Schack. I know it was a lot of work to organize, and you did an outstanding job. Mrs. Schack mentioned at the beginning of the concert that it has been over 650 days since the last in-person concert due to COVID-19. It was great to see a live performance by our students. This week is the middle school and high school Choir Concert on Thursday, December 16, 2021.
- During both the Band and Choir concerts, the winter art show is on display. The pieces are unbelievable. I am always amazed and astonished by the level of artistic talent. Ms. Kaganac does an outstanding job with her students.
- The Voice Newspaper ran an article about the National Junior Honor Society at RMS and their annual *Rake and Run*. If you did not see it, take a minute to search the web. I was a nice piece about Richmond students giving back to the community.
- This past Saturday, the Student Council at Richmond Middle School held a “Stuff a Bus” campaign in the Tractor Supply Company (TSC)/Old Kmart parking lot in which they collected non-perishable and can food items. While I was not able to attend, the pictures posed afterwards at the Richmond-Lenox EMS where the food was sorted indicated the bus was full of donations. Thank you to Mrs. Clausen and the RMS Student Council for coordinating this event with the Richmond Lions Club to help needy families in our community.
- This week is spirit week at Richmond High School. Monday-Polar Express (holiday pajamas day); Tuesday-Elf Day (wear red/green or both); Wednesday-Winter Wonder Land (wear white, light blue, silver); Thursday-Holiday Accessories (reindeer antlers, Rudolph nose, holiday jewelry); and Friday-New Year's Eve (silver, gold, black)
- Hour of Code – Richmond Community Schools proudly participated in the international event called, *Hour of Code*. The Hour of Code takes place each year during Computer Science Education Week. The 2021 Computer Science Education Week was December 6-12<sup>th</sup>.

The Hour of Code is a one-hour coding challenge to give students a fun first introduction to computer science and has become a global learning event, celebration, and awareness event. Students participated doing plugged and unplugged computer

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coding activities from kindergarten through 12<sup>th</sup> grade. Renee Ara, Executive Director of Curriculum and Educational Services, provides more information on the event as well as examples of what took place across the district.

**School buses from 13 different districts drive to Oxford HS to honor victims.** Ms. Fulghum, Transportation Director, arranged for Richmond Community Schools to join 13 other district to journey to Oxford to pay respect for the victims and their families, and all impacted by that tragic day on November 30<sup>th</sup>. The article titled, *School buses from 13 different districts drive to Oxford HS to honor victims*, by Dave Spencer and David Komer online producer, published by FOX News on December 8, 2021.

Superintendent Walmsley expressed gratitude to Ms. Fulghum for coordinating Richmond's participation in the event. He stated that this small display of Richmond support for the Oxford community speaks volumes to what we all are feel and the prayers we are sending the families and victims at Oxford High School.

**Final thoughts on Oxford and Recent Events.** The last couple of days and weeks have been very challenging for students, school personnel, and parents/guardians. My own nerves and feelings regarding the tragic event at Oxford High School and subsequent threats school districts have been experiencing, credible or not, lead to a roller-coaster of emotions, probably like what you felt. The unknown may seem more fearful now than it has ever been. However, what puts my mind at ease is the Richmond family that is taking care of your children. They are dedicated and selfless. Their responses to each school incident have always been to make sure students are safe. I could not ask for a more dedicated staff.

I take pride in the decisions Richmond has made to protect students and staff and to keep our parents and community informed. While we are not perfect and can always improve. We want parents to have the necessary information they need to make decisions for their child.

Just a reminder, it only takes the courageous decision of one person to say something if they see or hear something to prevent a tragic event.

Over the last two weeks, with the support of the police department, my team has investigated and uncovered many false statements and rumors spread. Let me assure this Board and the public, that any student who makes a threat will be suspended. And, if those threats are credible, I will recommend expulsion to the Board of Education. The safety of our students and staff are my highest priority.

Furthermore, the Richmond Police are taking all threats seriously and in a recent meeting with the Macomb County Prosecutor's Office, it was indicated that they will prosecute any student making threats against schools or individuals. In fact, I was on the telephone with the

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prosecutor's office today, and a second Richmond student is being charged. I requested and was granted to be at both students' pre-trial hearings as a representative of the district.

Knowingly spreading misinformation creates chaos, fear, and reduces vital resources, which delays determining the credibility of threats. Please take time to review with your children the dangers of spreading misinformation, especially on social media, and the possible consequences.

**Finally**, may the holiday season end the present year on a cheerful note and make way for a fresh and bright New Year. From my home to yours, I wish you a very Merry Christmas and a happy holiday season! Stay safe.

## **11. ITEMS OF INTEREST FROM THE BOARD OF EDUCATION**

Deborah Michon, President – Board member Michon acknowledged Teresa Ranger for being nominated as teacher of the week. She stated she would like the board to look at survey results over break to look at possible solutions for an issue.

Angela Pacitto, Vice President – Board member Pacitto wished everyone happy holidays and enjoy time off over break.

Kyle Simmons, Trustee – Board member Simmons wished everyone a Merry Christmas and a safe, happy holiday season.

Margaret Teltow, Trustee – Board member Teltow recognized Grant Collins who was a parent involved with band boosters who recently passed away. She stated that the Sandy's Kids fundraiser brought in \$2,700 for the students of Richmond.

## **12. ACTION ITEMS**

### **A. Approval of Middle School and High School Fitness/Weight Room Equipment**

Board member Teltow motioned to accept the recommendation of the Superintendent and award a contract to Promaxima for middle school and high school fitness/weight room equipment for an amount not to exceed \$93,992.60, as outlined in the attached documentation. Furthermore, the Board authorizes the Superintendent to enter into a contractual agreement within the scope of the project on behalf of the Board of Education. Consistent with general provisions of the Board purchasing policy, the Superintendent is authorized to approve change orders on the project that are within the bond budget for allowances and contingency funds. This project is authorized in the application for Preliminary Qualification of Bonds, approved by the Michigan Department of Treasury and approved by the voters of Richmond Community Schools for which funding from the 2020 School Building and Site Bonds Series 1 is available. Support by Board member Simmons.

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Discussion: None

Roll Call Vote: Deborah Michon – Yes, Angela Pacitto – Yes, Kyle Simmons – Yes, Margaret Teltow – Yes

All in Favor: 4, Opposed: 0. Motion passed.

**B. Approval of Overnight/Extended Student Trip**

Board member Teltow motioned to accept the recommendation of the Superintendent and approve the wrestling program's overnight/extended student trip to Alma High School on January 14 to 15, 2022, as presented at the December 13, 2021, Board of Education meeting and outlined in the attached documentation. Support by Board member Simmons.

Discussion: None

All in Favor: 4, Opposed: 0. Motion passed.

**C. Approval of Resolution for Summer Tax Collection**

Board member Teltow motioned to the recommendation of the Superintendent and imposes a summer property tax levy to collect all school property taxes in each city or township in which this district is located, as outlined in the attached resolution. Support by Board member Simmons.

Discussion: None

All in Favor: 4, Opposed: 0. Motion passed.

**D. Approval of Evaluation for Superintendent**

Board member M. Teltow motioned to approve the Superintendent's overall evaluation as Effective, representing a consensus of the Board, as presented in the attached documentation. Support by Board member A. Pacitto.

Discussion: M. Teltow commented that Mr. Walmsley does a tremendous job and deserves highly effective in her opinion. D. Michon thanked Mr. Walmsley for everything he does.

All in Favor: 4, Opposed: 0. Motion passed.

**E. Approval of 9<sup>th</sup> Amendment of Contract for Superintendent**

Board member M. Teltow motioned to approve the 9<sup>th</sup> amendment of the contract for the Superintendent, as presented in the attached documentation. Support by Board member K. Simmons.

Discussion: None

All in Favor: 4, Opposed: 0. Motion passed.

**13. ADJOURNMENT**

Board member Michon adjourned the meeting at 9:21 PM.

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