

Richmond Community Schools

35276 Division * Richmond, Michigan 48062 * (586) 727-3565 * www.richmond.k12.mi.us

BOARD OF EDUCATION

Deborah Michon, President
Angela Pacitto, Vice President
Sherri Zube, Secretary
Danielle Sutton, Treasurer
Candess Cunningham, Trustee
Sandra Fortuna, Trustee
Margaret Teltow, Trustee

Brian J. Walmsley, Ed.S.
Superintendent

BOARD OF EDUCATION **REGULAR** MEETING AGENDA

**7:00PM ON OCTOBER 24, 2022, 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

Board member Michon called the regular meeting of the Board of Education called to order at 7:00PM.

Board member Michon made a statement regarding comments made about Superintendent Walmsley made at the October 10, 2022, Board of Education meeting. Board member Michon encouraged the staff to speak to Superintendent Walmsley directly. Board member Michon pointed out positive attributes of Superintendent Walmsley and some of his accomplishments such as passing the bond and hiring excellent staff. Board member Michon stated that Superintendent has not violated any board policies or contracts. She stated that the evaluation process for Superintendent Walmsley will be followed like it is for every other employee.

Board member Sutton addressed two public comments made at the last meeting; one regarding the restrooms and two, Mr. Bartels being let go from his duties early. Board member Sutton stated she emailed Board member Michon twice about these issues and stated she would like a special meeting to discuss these. Board member Michon stated that three Board members wished to have a special meeting and four did not. Board member Sutton stated she thinks there needs to be a special meeting regarding this. Board member Sutton also felt there was a fine line crossed by Board member Michon and a violation of the open meetings act because Board member Michon polled the Board.

Board member Cunningham thanked the people that spoke at the previous meeting. Board member Cunningham stated she did educate herself on the questionnaire that was conducted by the Board. Board member Cunningham stated she felt that there is a lack of communication related to the administration. Board member Cunningham stated she would like another survey to be sent out to compare perception from then to now.

Non-Discrimination Statement

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Board member Fortuna stated that the Board did not say anything regarding the resignation of Mr. Bartels, and she apologized. Board member Fortuna thanked Mr. Bartels for his service to the district and wished him well on his future endeavors. Board member Fortuna also stated that there is no formal complaint that has been made regarding Superintendent Walmsley by a current or former employee.

Board member Pacitto stated the Board has been discussing a community forum about student safety. Board member Pacitto stated she felt sad about some of the comments made about Superintendent Walmsley by staff. Board member Pacitto stated there has been several changes implemented under Superintendent Walmsley and there are several stresses that play a role.

Board member Teltow spoke regarding the statements made about Superintendent Walmsley and complaint filed against him by the administrators in 2019. She stated that the situation with Mr. Bartels was unfortunate and there are two sides to every story. Board member Teltow stated she did not feel the comments made were appropriate. Board member Teltow stated the Board conducted an outside investigation regarding the claims and the claims had no merit. The Boards' goal was to improve relations between the Board and Mr. Walmsley. Board member Teltow stated Mr. Bartels did not want to meet with Superintendent Walmsley to address issues between them. Mr. Bartels stated the complaint went too far. Mr. Bartels stated Board Teltow and former Board member Simmons he had no issues with Superintendent Walmsley. Board member Teltow stated the Board directed Superintendent Walmsley to meet with the administrators and he did. He followed all directives given by the Board. Board member Teltow pointed out that many of the complaints made were frivolous and some of the complainants were offered large severance compensation packages by the Board, not Superintendent Walmsley, which is a basis for why they left.

Lance Whitney, Pam Dailey, and Carrie Blissett did not leave because of Superintendent Walmsley. Board member Teltow mentioned several other staff members that came to the district because of Superintendent Walmsley. Board member Teltow stated the budget is balanced, the bond was passed, and several programs were implemented because of Superintendent Walmsley.

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 Zube took roll call: Candess Cunningham – Present, Sandra Fortuna – Present, Deborah Michon – Present, Angela Pacitto – Present, Danielle Sutton – Present, Margaret Teltow – Present, and Sherri Zube – Absent with Notice.

6 – 0 Quorum of the Board

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5. APPROVAL OF AGENDA

Motion by Board member Teltow to approve the *Agenda* as presented. Support by Board member Sutton.

Discussion: None

All in Favor: 6. Opposed: 0. Motion passed.

6. APPROVAL OF CONSENT AGENDA

Motion by Board member Teltow to approve the *Consent Agenda* as presented. Support by Board member Cunningham.

Discussion: Superintendent Walmsley recognized the following:

Personnel Report:

Resignations and Retirements:

Kilpatrick, Colleen	PM Custodian	2022-10-25
Noonkester, Doug	8 th Grade Boys Basketball Coach	2022-10-12
Szlachtowicz, Heather	Media Center Paraprofessional	2022-10-21

Termination: None.

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

New Hires:

Gil, Jaret	Title I / 31a Paraprofessional	2022-10-31
Kukuk, Caryn	4-Year-Old Lead Preschool Teacher	2022-10-24
Nadar, John	7 th Grade Basketball Coach	2022-10-24
Retman, Adriana	Student Advocate	2022-10-24
Scheer, Brandon	PM Custodian	2022-10-24
Smith, Courtney	English Teacher	2022-10-24
Whims, Melody	Special Education Paraprofessional	2022-10-31

Notice of Appointments (Previously Hired by the Board):

Campau, Kathy	E-Sports Coach	2022-10-14
Walters, Autumn	Title-I Teacher	2022-10-19

Superintendent Walmsley stated no errors brought to his attention regarding the 2022-10-10 Regular Board Meeting minutes.

No discussion by Board members.

All in Favor: 6. Opposed: 0. Motion passed

7. PRESENTATIONS

Non-Discrimination Statement

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A. Title IX: On the Basis of Sex

Jennifer Starlin, Attorney from Thrun Law, P.C., presented an overview of Title IX, the Federal Law, and subsequent court cases and decisions that have occurred over the past fifty years that has expanded the legal definition of sex to include sexual orientation and gender identity. This overview will provide context to Board policy regarding transgender students.

Ms. Cunningham asked if Ms. Starlin to read Richmond's policy on transgender students. Ms. Starlin said that regardless of district policy, we are expected to follow the law. Richmond's policy states that the district will work with the student and family and develop a plan for the transgender student. Ms. Cunningham asked if there are repercussions against students that refuse to call a transgender student by their preferred pronoun. Ms. Starlin stated that it would be addressed in the non-harassment policy. There is no discipline for an employee or student that accidentally misuses someone's pronoun.

B. FY2023 Budget Update Discussion

Brian Walmsley, Superintendent, and Tammie Schadd, Director of Business and Management Services, continued the conversation with the Board of Education regarding amendments to the district's FY2023 general fund budget.

The presentation included a projected cost analysis by French Associates, the district's architect, and AUCH Construction, the district's construction manager, to:

- renovate eight (8) gender specific restrooms at Richmond High School to unisex restrooms at a projected cost of \$1.3 million dollars, or
- renovate restroom stall partitions to be more "floor-to-ceiling" partitions than the current partitions at a projected cost of \$280,000.

Given the projected cost to renovating eight (8) gender specific restrooms at the high school, the Superintendent did not request an analysis to convert gender-specific restrooms to unisex restrooms at the middle school and elementary school.

The board would like Mr. Walmsley to get a quote on the cost of adding unisex restrooms to the former boys' basketball locker-room.

In addition, options for on-schedule and off-schedule payment to employees was also presented, such as:

- \$100 stipend, totaling approximately \$23,500, to \$1000 stipend, totaling approximately \$235,000, for each employee, or

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- Hourly employees making less than \$15.00 per hour would increase to \$15.00 per hour. Hourly employees making \$15.00 per hour would increase by 3%. The projected **on-schedule** cost is approximately \$73,000.

The projected 1% **off-schedule** payment for salaried employees is approximately \$79,000. The calculation for a 1% off-schedule payment could be the actual 1% of the employee's salary or the average, which equated to approximately \$640 per salaried employee.

Mr. Walmsley asked for direction from the board. The consensus of the board was to implement the change to \$15.00/hr. for all staff under \$15.00/hr. Mr. Walmsley asked if the board would like to implement the 1% stipend, the board's consensus was yes. Mr. Walmsley asked if the board would like an average 1% stipend for salary members or 1% based on salary. The board decided to pay 1% based on salary, not an average.

8. BOND UPDATE

Superintendent Walmsley stated that there was no update to provide.

9. PUBLIC COMMENT

Board member Michon went over emails she received from the public and let the public know how they were addressed. Board member Michon also provided answers to questions such as if there is a penalty for using incorrect pronouns, which she cited applicable Board policy. Board member Michon stated the district will add restroom protocol to our student handbook.

- Nancy Zablocki stated she watched the *YouTube* video of the last Board meeting. She stated that someone in support of transgender said there were no issues in the restroom with transgender students. She cited a situation in Virginia that occurred and said there was a rape incident, and the parents were never made aware. She stated the district transferred the student and the transgender student raped two more students in that district. She stated it's not fair that 2% transgender students in schools get special treatments and are afraid to use the restrooms.
- Benjamin Joseph spoke regarding the meeting from two weeks ago. He spoke about Board member Teltow talking about a candidate running for State Board of Education. He spoke regarding common core and allow teachers to return to what they are good at, which is teaching students. He stated it's illegal to use a public space or funds or resources to promote or go against other politicians running for office. He called for an investigation of Board member Teltow.

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- Kelly Oldani addressed the Board regarding the definition of the word, “Patriot.” She stated that she wants a formal investigation to be launched on violations of campaign finance laws.
- Jason Bura stated the Board thinks its ok that children can choose their gender and which bathroom they can use. He disagrees with transgender students using restrooms they identify with. He discussed the taxpayers are against unisex restrooms and the LGBTQ groups are only nice when they get the outcome that they want.
- Emily Granger stated she moved here because of the loving and accepting community. She stated she moved here to give her family a chance to be children and use restrooms like other kids. She stated that some students are afraid of peers, teachers, and other students looking at them different for using the restroom they choose. She stated transgender is not a bad thing its just people being themselves.
- Kaitlyn Westley stated she has two students at Richmond. Once is a senior and one is in 7th grade. She stated this has been an emotional month for her. She said she hopes the Board gives teachers the respect they deserve. She spoke about Mr. Bartels; she said she was excited to see him here when she moved here. She stated she does not want her kids to come to a school where people feel sad. She asked the Board to address concerns brought up in previous meetings. She also mentioned looking into mental health days. She asked the Board to conduct exit surveys.
- Glen Nuss addressed the Board regarding the last board meeting. He stated it was good to hear empathy for teachers from the community. He stated he spent 36 years in Richmond teaching. Mr. Nuss discussed the teacher retention issue; he stated that is nothing new in Richmond. He discussed school finance over his tenure in Richmond. He stated that before 2010 there were many teachers who left, but they left because they could not afford to stay. He said this district has always been one of the lowest paying districts in the area. Board member Michon stated his three minutes were up.

Jessica Nebo gave Mr. Nuss her three minutes. He discussed the pay cuts that occurred in 2010 and how the teachers were financially hurt because of this. He stated all teachers hired from 2004-2012 area all gone now. Board member Michon stated his three minutes were up.

Jim Barnes gave Mr. Nuss his three minutes. Mr. Nuss discussed the teacher shortage and what other districts are doing to attract and retain teachers. Most insulting raises was that the teachers were last. He stated that the last superintendent contract had extra vacation days and it did not well with him. He also spoke about Mr. Bartels. He stated that when Mr. Bartels started 24 years ago Mr. Nuss helped recruit him. He stated that he is a man of character and integrity. He stated that Mr. Bartels deserves better, and we lost two days of education which caused distribution to the rest of the day. He asked if it was investigated and if secretaries were

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talked to or Officer Davenport. He said things could have and should have been done differently and should not have been done with students or staff in the building.

- John Smith stated that it was good to hear comments from the Board at the beginning of the meeting. He stated the word going around in the community is not good right now. He stated that he thinks there are some things need to be looked at including what teachers feel and the teachers' contract. He stated its important to retain the staff that we have. He stated he did not agree with what happened with Mr. Bartels and it could have been handled better.
- Steve Weaver spoke stating that everyone knew what a man and woman was before, and he is tired of being bullied by the minorities. He stated he was a former Board member that dealt with sex education. He urged the Board to look at this fairly. He states he does not support public education. He stated that 'this fluid stuff' is just a smoke screen. He stated he will no longer be silent on this issue.
- Kristina Deblouw stated there are some bothersome issues going on and said there are parents exploring other options for education. She stated that she wants parents' options to be explored by the board, so her students feel safe. She stated its sad when her daughter is being bullied by the transgender student and the LGBTQ community. She stated that the teachers need a pay increase to retain them.
- Jeanette Lebeck thanked the board for considering giving raises to the teachers but would like something done about the scores. She stated she would like to see teachers being retained.
- Russ Zablocke asked if teacher lounge restrooms have been considered for the transgender restrooms. He stated he is the President of Lake Angela Association and has a problem where the buses are entering the community. There was damage from a bus and the bus still comes through and barely makes it. He is concerned there will be a lot of issues. He stated he would like the busses to enter from Division, and not M-19.
- Haley Fortuna stated that Richmond taught her how to read, write, and how to be accepting and inclusive to everyone. She stated she felt heartbroken about the comments made by people that spoke. She stated that the things that were said at public comment were addressed by the attorney earlier in the meeting. Ms. Fortuna spoke about the districts mission statement. She stated in a global community its important to accept everyone and try to be accepting. She stated she had coed bathrooms in college with no issues. She stated its ok that people are different from each other. She said if you are part of the LGBTQ community you are not alone and you are supported, loved and safe and to be yourself. She apologizes for the hate, discrimination, and harassment from community members. She thanked the district's attorney and the board for their time. She stated she would like for people to educate them selves on things that may scare them.

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- Kristina Turchi stated she is a Richmond graduate and the mother of a child in the district. She asked the Board to make restrooms single use for the safety of all students. She provided statistics regarding sexual assaults in restrooms.
- Beth Stemmerich stated she is happy that the attorney spoke. She stated that Title 9 is not Michigan law and not bidding for Michigan. She wants all students to feel safe using the restroom. She discussed excerpts from “Perks of Being a Wallflower” and discussed that its inappropriate to be on shelves in school libraries.
- Sherry Bezeau she stated that transgender students are children and should never be put together with general education students and this is not a decision they should make. She does not agree the district is spending money on transgender students. She stated that the small town is kowtowing because of money.

10. SUPERINTENDENT AND LEGISLATIVE UPDATE

Superintendent Walmsley will provide an update on district and legislative issues.

Legislative Update

None.

County Update

As a reminder, the Macomb Intermediate School District will be asking voters to approve a Special Education Bond Proposal. The purpose of the special education bond proposal is to construct, renovate, and update facilities where Macomb County’s special education students go to school and receive specialized support. Over the years and currently, Richmond Community Schools has students that attended these programs for all or part of their day, so our special needs populations directly benefit from the passage of this bond. For more information, I encourage everyone to visit the district website where a link has been added to provide you information about the special education Bond proposal is available to review.

Also, at a previous Board meeting, Jeffrey White, Chief of EMS for Richmond and Lenox Township, presented information on the SMART renewal millage that will also appear on the November ballot.

After listening to both presentation, Superintendent Walmsley encouraged all Macomb County residents to consider both bond proposals.

District Update

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On October 11th, the Richmond High School Marching Band performed at the MSBOA Marching Festival at East China Stadium where they received a Division 1 rating. Congratulations to the students and Director, Ms. Schack, who have work hard to achieve this accomplishment

Superintendent Walmsley reported on the following events at Will L. Lee Elementary School, as provided by Ms. Mangune:

- Over thirty staff members and five-hundred students participated in last Friday's *Trunk or Treat*.
- Lee had their first music mini showcase. Parents enjoyed watching what their children have learned in the last 8-week mini session. Thank you Ms. Yost, music teacher for taking the lead on this. I cannot wait to see what the other specials teachers are preparing, as this has been something in the works with the principals and Ms. Staples prior to this year.
- Preschool had a visit from the fire department on Wednesday, October 19th where they learned about fire safety.
- All four section of GSRP are full. We officially have sixty-four GSRP students.

Superintendent Walmsley reported on the following events at Richmond Middle School, as provided by Mr. Birkmeier:

- Student council elections were held. Congratulations to the following winners:
Madelyn G. as President,
Lilly S., Vice President, and
Alexis S. as Secretary
- 4th and 5th grade music class also had a showcase for parents on Friday, like the elementary school. Again, thank you to Ms. Yost for putting on the musical showcase.
- The middle school has a great turnout for Parent-Teacher conferences.
- The Annual RMS Pink-Out is scheduled for October 27th.
- The PTA Boo Bash is coming up on October 28th.

Superintendent Walmsley reported on the following events at Richmond High School, as provided by Ms. Szabo:

- Today (October 24th) is College Gear Day to kick off "College Awareness Week". Students will be participating in various college type activities in their classes.
- Thursday, October 27 - District Wide Pink Out
- Friday, October 28th is the RHS *Michigan vs. Michigan State* Spirit Day
- Week of October 31st through November 4th is the RHS Fall Spirit Week
- Choir Concert was last Thursday. It was a great performance by both Concert Choir and Chorale Honors Choir.

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- The new English teacher, Ms. Courtney Smith, began today (October 24th). Notification to students and parents were emailed last Friday.
- The new science teacher, Ms. Christina Petz, begin Monday, October 31st. We had to wait until her previous district released Ms. Petz from her obligation.
- Teacher Cadet students are going to Saginaw Valley State University on Friday, October 28th for the *Leaders Influencing Future Teachers (LIFT)* conference.

Superintendent Walmsley asked Ms. Stapels to provide the Board with an update regarding what has been occurring in the district regarding instructional department. Ms. Stapels reported she met with the kindergarten, 1st, 6th, and 8th grade teachers. She thanked the teachers for engaging in the work. Grade 9-12 mathematics teachers worked with two MISD consultants to lesson plan on ways to improve mathematical discourse. Ms. Stapels met with the district's school improvement committee and discuss data and the continuous school improvement.

Superintendent Walmsley stated that his report was finished.

11. ITEMS OF INTEREST FROM THE BOARD OF EDUCATION

Board member Cunningham thanked the Board for sending her to the school board conference, stating she learned a lot from the conference. She said her biggest take away was the primary goal of the Board was to prepare students for life after Richmond. Board member Cunningham stated 75% of what we should be talking about at the Board meeting is curriculum. She stated that Richmond did very well during COVID-19 and the district was very prepared. She also stated that Richmond reviews policy every year when its only recommended to do it every three years. She thanked the community members for speaking during *Public Comment*.

Board member Fortuna stated she also attended the conference and learned a lot from the classes. She discussed the differences between Board responsibilities and the superintendent's responsibilities. She said it was made clear that the teacher shortage is not just Richmond, it is a statewide issue. She stated she heard some positive points about Richmond, such as Yeo & Yeo Auditors stating Richmond is their favorite place to do the audit. She said some districts only allow a few people to speak for a short time at the Board meetings and she thinks it is great that we allow people to speak longer, and we do not limit them.

Board member Michon stated she only asked members if they would like a Closed Session meeting, she did not discuss any decisions or Board business. She stated that she got direction from the Board's attorney. She also asked if Ms. Sutton met with Mr. Walmsley to discuss what happened as that was the recommendation of the Board attorney. She also strongly encouraged people to vote because there are four openings on the Board. Board member Michon stated the Board needs to be looking at achievement and education and vote for people with student learning as their focus.

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Board member Pacitto stated she also attended the leadership conference and thanked the Board for allowing them to go. She stated that all board members that attended left with good information. Board member Pacitto stated that 75% of the agenda should be student needs and she would like to see that emphasized.

Board member Sutton stated she also went to the conference this weekend and stated it was a great experience and gathered a lot of information. She stated it would be good for the Board to view the recordings of the conference. She stated that Board members from other district spoke about LGBTQ issues and how their districts were managing situations. She stated she feels that it may be time to put together a sex education board to begin addressing these issues. She stated the closing keynote speaker spoke about dignity and respect and the difference between the two.

Board member Teltow discussed a community forum on education on LGBTQ and racial issues, and limited English proficient students. Superintendent Walmsley stated he is putting a forum together. Board member Teltow agreed with putting a sex education committee together for the next board meeting. Board member Teltow asked Board member Sutton about Board member Michon's email about the Board meeting and stated she does not think that is violation of the Open Meetings Act.

12. ACTION ITEM

A. Approval of Overnight Trip Request: Baseball Program

Board member Teltow motioned to accept the recommendation of the Superintendent and approve an overnight trip for the baseball program to practice and scrimmage in St. Petersburg, Florida from March 30, 2023, to April 6, 2023, as outlined in the attached documentation. Supported by Board member Fortuna.

Discussion: None.

All in Favor: 6. Opposed: 0. Motion passed

B. Approval of Bus Purchase

Board member Teltow motioned to accept the recommendation of the Superintendent and approve the purchased of one (1) school bus from Midwest Transit for a total not to exceed \$117,300.00, as outlined in the attached documentation for which funding transferred from the FY2023 General Fund to the non-bond capital projects fund is authorized. Supported by Board member Pacitto.

Discussion: Ms. Cunningham asked if this is a scheduled purchase. Mr. Walmsley said yes, this was planned, and it takes a year to get a new bus. Ms. Michon asked if we switch the buses around to get more milage out of them; Mr. Walmsley answered yes.

Board member Michon called for a roll call vote: Candess Cunningham – Yes, Sandra Fortuna – Yes, Deborah Michon – Yes, Angela Pacitto – Yes, Danielle Sutton- Yes, and Margaret Teltow – Yes.

Non-Discrimination Statement

In compliance with Title VI of the Civil Rights Act of 1964, Title IX of the Education amendments of 1972, Section 504 of Rehabilitation Act of 1973, the Age Discrimination Act of 1975, Title II of the Americans with Disability Act of 1990, and Elliott-Larsen Civil Rights Act of 1977, it is the policy of the Richmond Community School District that no person shall, on the basis of race, color, religion, military status, national origin or ancestry, sex (including sexual orientation), disability, age (except as authorized by law,) height, weight, or marital status be excluded from participation in, be denied the benefits of, or be subjected to, discrimination during any program, activity, service or employment. Inquiries related to any nondiscrimination policies should be directed to the Superintendent, 35276 Division Road, Richmond, MI 48062, (586) 727-3565.

All in Favor: 6. Opposed: 0. Motion passed.

13. ADJOURNMENT

President Michon adjourned the meeting at 10:09pm.



Non-Discrimination Statement

In compliance with Title VI of the Civil Rights Act of 1964, Title IX of the Education amendments of 1972, Section 504 of Rehabilitation Act of 1973, the Age Discrimination Act of 1975, Title II of the Americans with Disability Act of 1990, and Elliott-Larsen Civil Rights Act of 1977, it is the policy of the Richmond Community School District that no person shall, on the basis of race, color, religion, military status, national origin or ancestry, sex (including sexual orientation), disability, age (except as authorized by law,) height, weight, or marital status be excluded from participation in, be denied the benefits of, or be subjected to, discrimination during any program, activity, service or employment. Inquiries related to any nondiscrimination policies should be directed to the Superintendent, 35276 Division Road, Richmond, MI 48062, (586) 727-3565.