

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 NOVEMBER 14, 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 meeting 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 Zube.

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 – Present.

7 – 0 Quorum of the Board

Board member Michon stated *Agenda Item 07 – B, Human Growth and Development*, will be moved to the November 28th Board meeting. Board member Michon added that *Agenda 07 – B*, will now be, “*Proposals for Overnight/Extended Student Trips*” for the Basketball and Wrestling programs.

Non-Discrimination Statement

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5. APPROVAL OF AGENDA

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

Discussion: Board member Teltow state *Agenda Item 07 – B, Human Growth and Development* is being moved to the November 28th Board meeting due to the illness of the MISD presenter.

All in Favor: 7. 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 Pacitto.

Discussion: Superintendent Walmsley recognized the following:

Personnel Report:

Resignations and Retirements:

Birkmeier, Anthony	Dean of Students/Interim Principal	2022-11-25
Falk, Krista	Teacher	2022-11-04
Tavano, James	JV Baseball Coach	2022-11-10

Termination: None.

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

New Hires:

Belau (Blue), Brenda	Media Center Paraprofessional	2022-11-14
Delmotte, Lori	Bus Driver	2022-11-14
Marella, Jennifer	Principal	2022-11-28
Muskett, Marybeth	Preschool Aide	2022-11-14
Novak, Nicholas	Custodian	2022-11-21
Ray, Matthew	Interim Bowling Coach	2022-11-10
Wheatley, Jenny	Childcare Aide	2022-11-14

Notice of Appointments (Previously Hired by the Board):

Canaday, Brandi	3-Year-Old Preschool Aide	2022-11-10
	Also, a Lunchroom Supervisor	
Giancola, Sydney	GSRP Aide	2022-11-10
	Formerly 3-Year-Old Preschool Aid	
Zagacki, Miranda	Third Grade Teacher	2022-11-14
	Formerly GSRP Teacher	

Superintendent Walmsley stated no errors brought to his attention regarding the 2022-10-24 Regular Board Meeting minutes and 2022-11-03 Special Board Meeting minutes.

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Superintendent Walmsley stated no questions were brought to his attention regarding the Claims and Accounts.

No discussion by Board members.
All in Favor: 7. Opposed: 0. Motion passed

7. PRESENTATIONS

A. Fiscal Year 2022 Audit

Jennifer Watkins, CPA/Principal from Yeo & Yeo CPA and Business Consultants, presented the final Fiscal Year (FY) 2022 audit.

~~B. Human Growth and Development~~ (REMOVED)

B. Proposal for Overnight/Extended Student Trips (ADDED)

Preston Treend, *Director of Athletics, Facilities, and School Safety*, along with Josh Presnell, *Varsity Boys Basketball Coach*, and Brandon Day, *Varsity Wrestling Coach*, presented the following request for overnight/extended student trips:

Boys Basketball Program	Traverse City	December 2 and 3, 2022
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Ms. Teltow asked if students cannot afford to attend will help be provided? Mr. Presnell answered yes. Ms. Fortuna asked if grades are check and Mr. Presnell answered yes.

Wrestling Program	Defiance College	December 16 and 17, 2022
Olivet College	January 6 and 7, 2022	
Lowell High School	January 20 and 21, 2023	

Board member Teltow asked if any Board members had concerns because when the Board votes, it will be a short timeframe when the first trip is scheduled. No Board members indicated any concerns.

C. 2022-23 Student-Athletic Handbook Revisions

Preston Treend, *Director of Athletics, Facilities, and School Safety*, presented an update on the 2022-23 Student-Athlete Handbook. Updates usually occur at the end of the school year, or in August, just prior to the start of the school year. However, due to personnel changes, the handbook did not get reviewed or updated during the normal timeframe.

D. Athletic Coaches Handbook Revisions

Preston Treend, *Director of Athletics, Facilities, and School Safety*, presented an update on the 2022-23 Athletic Coaches Handbook. Updates usually occur at the end of the school

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year, or in August, just prior to the start of the school year. However, due to personnel changes, the handbook did not get reviewed or updated during the normal timeframe.

E. Transportation Update

Suzanne Fulghum, Director of Transportation, presented an overview of the transportation department, current runs and ridership, and the process to become a bus driver

F. Kagan Structures

Renee Stapels, Executive Director of Curriculum and Educational Services, and Amy Barrett, 3rd Grade Teacher, presented an update on the staff training on *Kagan Structures* as well as an implementation update.

G. Michigan Association of School Boards (MASB) Fall Conference Discussion

Board members Cunningham, Fortuna, Pacitto, and Sutton attended the annual Michigan School Boards Association (MSBA) Fall Conference in Traverse City and will share what they learned with the Board. Board member Pacitto will lead the conversation with the Board.

8. **BOND UPDATE**

Superintendent Walmsley provided a bond update to the Board of Education, which included the projected paving schedule for 2023 to be completed in phases.

9. **PUBLIC COMMENT**

The following members of the public spoke:

- Bryan Wise – Mr. Wise is a former bus driver from fall of 2006 to December of 2020. Mr. Wise stated he watched the recent board meetings and heard his name brought up. He said he did resign in December of 2020, but it was because of religious and personal reasons. Mr. Wise stated he liked driving in the district and liked the staff and Board he worked with when he was in the district. He stated there are obstacles that face bus drivers, and he always did as he was trained while operating the bus. He stated most of his life has been service to family and community. He stated he's concerned in the protection of children.
- Jessica Hebel deferred her time to Bryan Wise. Mr. Wise discussed how some students and people feel little to no worth. Mr. Wise quoted the bible in relation to events that have occurred in the district. Mr. Wise cited the student handbook and bathroom policy.
- Terry Olsen deferred her time to Bryan Wise. Mr. Wise discussed privacy in the bathroom and locker rooms. He asked the Board if they believe it was their role to support or supplant students. Mr. Wise stated he is ready to help anyone struggling with sin.

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- Kathy Garcia – Ms. Garcia stated she has a question about the busses. She stated that her students bus comes early and drops off late. She also stated there are four to a seat on her child’s bus. She inquired about the rules on how many students per seat are allowed.

Ms. Garcia also stated that there are many parents inquiring about private restrooms, she also has not heard anyone talk about plans to change the restrooms in the schools. She stated she is waiting to hear an outcome about the restrooms.

- Becky Brocket. Ms. Brocket thanked the Board members that went to the LGBTQ training at the Fall Annual Conference for Board members. She stated the students that are LGBTQ get bullied a lot. She stated she hoped the Board went to learn and grow and thanked them for trying to do better for the kids.

10. SUPERINTENDENT AND LEGISLATIVE UPDATE

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

Legislative Update

Superintendent Walmsley stated Michigan saw record turnout for a midterm election. The Senate, which has been Republican controlled for 40 years, flipped to the Democrats. The Michigan House also flipped to the Democrats for the first time since 2010. This is the first time since 1984 that the Democrats have controlled both chambers and the Governor’s office.

With all these change, Superintendent Walmsley stated we can only hope legislation and policy changes in the future will support public education and local control and decision-making.

County Update

The *Macomb Intermediate School District (MISD) Special Education Facilities Improvement Bond Proposal* passed with a 70.5% YES vote and the *Macomb County Public Transportation Millage* passed with a 65.5% YES vote. These two proposals provided a valuable service to the students and community of Richmond Community Schools.

Superintendent Walmsley also reminded the Board of the Macomb County School Boards Association (MCSBA) dinner meeting on Tuesday, December 6, 2022. He stated that he has a sign-up sheet for Board members who plan on attending.

District Update

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

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- The elementary school is having a *Penny War* through November 22, 2022. All proceeds from the *Penny War* will give each child at Lee \$7.00 to spend at the Santa Shop so that every child will be able to shop for the holidays.
- Teaching staff had an informative professional development day learning about the new Amplify science curriculum.

For Preschool, Mr. Gibson reports

- Thanksgiving Feast for Preschool students is on Monday, November 21st.
- Fall Preschool Social is Tuesday, November 22nd from 3:00-4:30pm in the cafeteria. All Preschool families are invited. Mr. Gibson will be reading a Thanksgiving story and cider and donuts will be served, as well as a fun craft for students to complete with their families will be available.
- Preschool professional development day was on Friday, November 4th. It was a great meeting, and the Preschool staff had an opportunity to discuss curriculum topics and upcoming events, such as Upcoming licensing requirements, Literacy Curriculum/Hatch Computers, Heggerty Curriculum, Fall Social/Parent Engagement Topics, and Christmas Program, which is tentatively scheduled for Monday, December 19th.

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

- Veterans Day Ceremony last Friday was a big success. The students and staff did an outstanding job recognizing and honoring veterans.
- Rake and Run by National Junior Honor Society took place last week.
- Middle school staff had a great professional development day in which they analyzed data and producing strategies to help more students be proficient on the MSTEP.

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

- **Richmond High School Vision Statement:** Staff worked collaboratively during their professional development day to establish our building vision statement. This statement will be used to drive the high school decision-making process, guide their expectations of students, and align themselves with the district mission statement.

"Building a community of diverse learners who thrive in an ever-changing world."

- **Quarter 2 Attendance Challenge Begins!** Here is how it works, each grade will be competing against one another for the BEST attendance, both absences and tardies from now until the end of the Quarter. The grade with the best attendance is going to be able to

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choose their reward . . . Bagels and Donuts in the morning? Ice cream sundaes? Pizza? A Movie? Some other creative idea that the winners might have. The key is the student's grade needs to be the one that wins!

Attendance updates will be posted near the cafeteria each week.

- **Academic Student Support Groups:** Two weekly academic student support groups have begun running and will run for six weeks. Students will be meeting weekly to discuss study skills, check-in on grades, and work with the counselor for additional academic support in order to improve their grades.
- **Fall CTE Advisory Board Meetings Begin**
 - Thursday, November 10: Teacher Cadet
 - Wednesday, November 16: TV & Broadcasting
 - Tuesday, November 29: Culinary

Superintendent Walmsley reported the Richmond High School Theatre students have been working hard and having a lot of fun while doing it with less than one week until opening night for Puffs, or seven increasingly eventful years at a certain school of magic and magic! You will not want to miss this show! The students have worked so hard, and it promises to be a great show!

Show times are Friday, November 18th and Saturday, November 19th at 7:00pm, with doors opening at 6:30pm and Sunday, November 20th at 2:00pm, with doors opening at 1:30pm. Tickets are only \$10.00.

Superintendent Walmsley state that the district will once again participate in the City of Richmond Santa Parade on Saturday, December 3, 2022. Line-up is at 5:00pm in the parking lot at Will L. Lee Elementary School with the parade beginning at 5:30pm.

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 grade 6-12 science teachers had training through a consultant at the MISD to talk about the continuum with learning and science. She also reported the district improvement team and district student support meetings have been occurring and the preschool social is coming up soon.

Ms. Staples did an interview with computer programming and video game class magazine that was inspired by Richmond. the article will be released in Momentum Magazine in Mid-December.

Superintendent Walmsley stated he recently became aware of some inaccurate information being shared with the community by former employees, especially retired teachers, and would like the opportunity to correct the misinformation.

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1. First. It was reported that a retired teacher stated that her former principal told her that Superintendent only allow each building to have three (3) highly effective teachers. Superintendent Walmsley demonstrated the inaccuracy of the statement by displaying a chart depicting the number of teachers who received Highly Effective to Ineffective, from June 2014 to June 2022. The number of Highly Effective teachers from June 2014 to June 2022 is 0, 0, 11, 19, 2, 22, 34, 33, and 28, respectively.
2. Second. Another retired teacher stated that Richmond is the only district that evaluates their teachers yearly. Superintendent Walmsley demonstrated the inaccuracy of the statement by displaying State law, MCL 380.1249, section 2(k).

Superintendent Walmsley stated both of these teachers imply that he has some involvement in the overall evaluation rating of teachers, which is not true. The Superintendent does not conduct walkthrough or observations or write the final evaluations. That is the role of the building administrative team. The Superintendent's role, and that now of the Executive Director of Curriculum & Educational Services and the Director of Human Resources, is to make sure building administrators are conducting evaluations with fidelity and accurately in all buildings. And when there are discrepancies, to fix or correct the information.

Superintendent Walmsley also stated that per the Board's request, he had Thrun Law looked into the accusation that Board member Teltow violate campaign finance laws. Superintendent Walmsley reported that Matt Hiser from Thrun law found no violation by Board member Teltow.

Superintendent Walmsley stated his report to the Board is concluded.

11. ITEMS OF INTEREST FROM THE BOARD OF EDUCATION

Board member Fortuna discussed the negativity at public comment regarding the work environment at Richmond. She stated that a lot of people have come forward to speak on people's behalf and the people do not come and speak directly to the board about a current toxic work environment. She stated the resignation letters do not reference a toxic work environment. She explained she does not know how the board is supposed to improve an environment when they do not know what is happening. She also referenced the district's anti-retaliation policy.

Board member Fortuna stated the Board can address any negativity with the superintendent at evaluation time. She stated Mr. Walmsley has little contact with teachers and little interaction with teacher discipline. Board member Fortuna stated Mr. Walmsley is a member of Lions Club, Rotary Club, Sandy's Kids, and other organizations. She also stated that all the negativity is stemming from two social media outlets. She stated she does not agree why anyone would participate with making the community a negative place for the community and students. She outlined positive things happening in the district like pay increases, the play the theater program is putting on, the band scored a first division rating at MSBOA, and other district accomplishments.

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Board member Sutton stated she emailed Mr. Walmsley a question regarding specials at the elementary school. She stated that they had computers at the start of the year and now they do not. She stated that the kids are not getting to use computers with the testing coming up. Traditional learning plan is computers once a week.

Board member Pacitto congratulated the board members that were reelected and stated she will miss Board member Zube on the board.

Board member Zube thanked Ms. Schadd for all the work performed with the audit. She also thanked Ms. Stapels for all of her hard work. She congratulated the Board members that were reelected.

Board member Teltow thanked Mr. Treend for the email about the t-shirts supporting a student that passed away. Board member Teltow stated that some Board members did not like the fact that we had to spend money on the investigation of her actions, but she asked Board member Michon to have the investigation completed. She apologized the investigation cost the district money, but it is important to be transparent.

Board member Cunningham thanked Board member Pacitto for putting together the presentation about the training the Board went to. She stated the Veterans ceremony was great at the Middle School. Board member Cunningham thanked her voters that re-elected her and she is happy to be a part of the community and Board for the next 6 years. She responded to Ms. Brockett that she did take the LGBTQ class because she wanted to educate herself on the topic.

Board member Michon agreed with Board member Fortuna that the district is doing a lot of positive things such as the Kagan training. She congratulated the Board members that were re-elected. She addressed Board member Sutton's concern that Board member Michon violated the Open Meetings Act. She cited the Open Meetings Act regarding the Board president calling Board members for their opinion on issues. She stated she talked with the district's attorney, and she agreed with Board member Michon that the Open Meetings Act was not violated.

12. ACTION ITEM

- A. Approval of amendment to the contract between Richmond Community Schools Board of Education and the Food Service Employees.

Board member Teltow motioned motion to accept the recommendation of the Superintendent and approve the Letter of Agreement to amend the contract with the Food Service employees, as outlined in the attached documentation. Supported by Board member Pacitto.

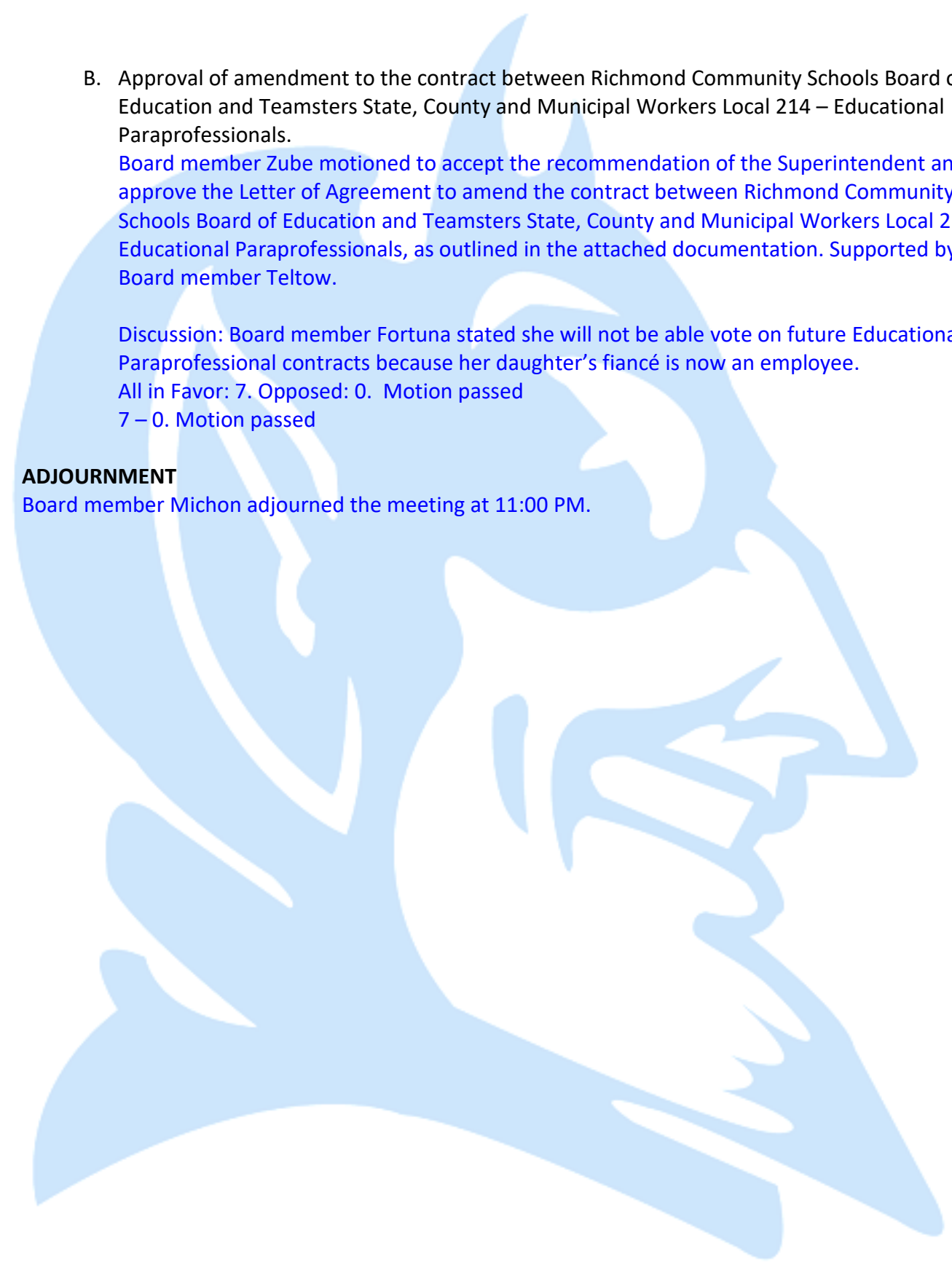
Discussion: None.

All in Favor: 7. Opposed: 0. Motion passed

7 – 0. Motion passed

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- B. Approval of amendment to the contract between Richmond Community Schools Board of Education and Teamsters State, County and Municipal Workers Local 214 – Educational Paraprofessionals.

Board member Zube motioned to accept the recommendation of the Superintendent and approve the Letter of Agreement to amend the contract between Richmond Community Schools Board of Education and Teamsters State, County and Municipal Workers Local 214 – Educational Paraprofessionals, as outlined in the attached documentation. Supported by Board member Teltow.

Discussion: Board member Fortuna stated she will not be able vote on future Educational Paraprofessional contracts because her daughter’s fiancé is now an employee.

All in Favor: 7. Opposed: 0. Motion passed

7 – 0. Motion passed

13. ADJOURNMENT

Board member Michon adjourned the meeting at 11:00 PM.

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