

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
Sandra Fortuna, Secretary
Margaret Teltow, Treasurer
Candess Cunningham, Trustee
Kelly Oldani, Trustee
Danielle Sutton, Trustee

Brian J. Walmsley, Ed.S.
Superintendent

BOARD OF EDUCATION **REGULAR** MEETING AGENDA

NOTICE: 7:00PM ON APRIL 10, 2023

LOCATION: 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 12.

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 Fortuna.

4. ROLL CALL

Board member Fortuna took roll call: Candess Cunningham – Present, Sandra Fortuna – Present, Deborah Michon – Present, Kelly Oldani – Present, Angela Pacitto – Present, Danielle Sutton – Present, and Margaret Teltow – Present.

7 – 0 Quorum of the Board

5. APPROVAL OF AGENDA

Board member Michon amended the Agenda to remove Action Item 8 - C1, Robotics Overnight/Extended Student Trip request to Worlds, and Action Item 11 -A, Approval of Robotics Overnight/Extended Student Trip Request to Worlds.

Motion by Board member Teltow to approve the Agenda as amended. Support by Board member Fortuna.

Discussion: None

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

6. APPROVAL OF CONSENT AGENDA

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.

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

Discussion: Superintendent Walmsley stated that a Revised Personnel Report was provided to each Board member prior to the Board meeting. Superintendent Walmsley presented the Personnel Report as follow:

Personnel Report:

Resignations and Retirements:

Burg, Nicholas	Middle School Girls Track Coach	2023-03-23.
Studer, Jaime (Retirement)	Third Grade Teacher	2023-06-30

Termination:

None.

Lay-off / Non-renewal of Contract:

None.

New Hires:

Drolshagen, Catherine	ELA / Theater Teacher	2023-04-10*
Gascoyne, Anna	Assistant Cook	2023-04-10*
Fraley, Griffin	Middle School Boys Track Coach	2023-04-10

* Date to be determined

Notice of Appointments (Previously Hired by the Board):

None.

Superintendent Walmsley stated no errors were brought to his attention regarding the 2023-03-27 Regular Meeting Minutes.

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

No discussion by Board members.

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

7. BLUE DEVIL R.A.V.E.S. (Recognizing A Valued Employee and Student)

The Board of Education and Superintendent acknowledged employees, students, and volunteers who have demonstrated a special effort, a job well done, a project of quality workmanship, and/or caring and sensitive attitude.

Board member Cunningham R.A.V.E.S all the volunteers from the elementary school PTO. They went above and beyond during COVID to keep the spirit going in the schools.

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8. PRESENTATION

A. District Spotlight

1. National School Volunteer Appreciation Week

Heidi Mangune (ES Principal), Michael Gibson (ES Dean of Students), Jennifer Marella (MS Principal), Paul Knight (MS Dean of Students), Becky Borwick (HS Dean of Students), Dawn Makar (Director of Student Support Services), Preston Treend (Director of Athletics, Facilities, and School Safety), Superintendent Walmsley, and the Board of Education presented *Certificates of Appreciation* to volunteers who gave up their time to help the students and staff of Richmond. Volunteers presented were Chelsea Batschke, Mark Cervi, Terri Cervi, Laci Fisher, Stephanie Germain, Mike Gibson, Marci Jarvis, Holly Montrose, Rebecca Murphy, Kelly Oldani, Angela Pacitto, Steven Pacitto, Lisa Rands, Jessica Romanosky, Jodi Schroeder, Dave Showers, and Tammie Xerri.

B. Instructional Spotlight

1. Academic and Athletic 2023 Summer Camps

Renee Stapels, Executive Director of Curriculum and Educational Services, and Preston Treend, Director of Athletics, Facilities, and School Safety, presented the academic and athletic summer camps that will run during the summer of 2023.

Board member Teltow asked if the Soccer Camp was still taking place and Mr. Treend stated that it would be taking place. Superintendent Walmsley stated that the athletic camps will have a fee as these camps are fundraisers for the athletic programs.

C. Business and Operational

~~1. Robotics Overnight/Extended Student Trip request to Worlds~~

2. Band and Choir Overnight/Extended Student Trip Request to Chicago

Stacy Clore, MS/HS Choir Director, and Molly Schack, MS/HS Band Director, presented information on the band and choir overnight/extended student trip to Chicago, Illinois. The trip will take place next fall for one night, Friday, November 3 to Saturday, November 4, 2023. The cost of the trip would be about \$699.00 per student. One bus would be needed. Forty-five students and ten chaperones. Fundraising is also an option to help lower the cost of the trip.

3. Volleyball Overnight/Extended Student Trip

Preston Treend, Director of Athletics, Facilities, and School Safety, on behalf of Charlene West, Varsity Volleyball Coach, presented information on the volleyball overnight/extended student trip to Hillsdale College. The trip will be for 16-20 girls, the parents will carpool students there and the students will stay in the dorms. The cost of the trip is \$180 per player plus \$10 per night for dinner.

9. SUPERINTENDENT'S DISTRICT AND LEGISLATIVE UPDATE

Superintendent Walmsley reported there were two public comments to respond to from the March 27, 2023, Board meeting. He responded to the comment regarding a student. He stated the information shared was not 100% correct.

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Another comment made was the need of a parent to have a plan for a student that was returning after discipline. The parents would like the plan to be shared. Mr. Walmsley stated the district does not share information with individuals who have no educational interest in the student.

County Update:

Superintendent Walmsley stated the MISD FY2024 Budget booklet was given to each Board member before the Board meeting. Board members Cunningham and Fortuna will be attending the MISD FY2024 Budget Meeting and will present the MISD FY2024 Budget to the rest of the Board at an upcoming Board meeting. Ultimately, the Richmond Board of Education will have to vote to (1) support, (2) support with recommendations, or (3) not support the MISD FY2024 Budget.

10. ITEMS OF INTEREST FROM THE BOARD OF EDUCATION

Board member Cunningham had no items of interest.

Board member Fortuna had no items of interest.

Board member Michon reminded the Board they received an invitation to attend the Macomb County School Boards Association (MCSBA) Education Leadership Dinner Meeting at the MISD on April 25, 2023. Board member Michon encouraged everyone to consider attending.

Board member Oldani had no items of interest.

Board member Sutton stated that she had COVID before break, which was the reason she did not shake the hands of the volunteers who attend the Board meeting.

Board member Pacitto had no items of interest.

Board member Teltow had no items of interest.

11. ACTION ITEM(S)

~~A.—Approval of Robotics Overnight/Extended Student Trip Request to Worlds~~

12. CLOSED SESSION FOR THE PURPOSES OF NEGOTIATIONS PURSUANT TO SECTION 8(C) OF THE MICHIGAN OPEN MEETINGS ACT

Pursuant to Section 8(c) of the Michigan Open Meetings Act, Board member Pacitto motioned that the Board of Education go into Closed Session for the purposes of negotiations. Support by Board member Cunningham.

No discussion by Board members.

Board member Fortuna took roll call: Candess Cunningham – YES, Sandra Fortuna – YES, Deborah Michon – YES, Kelly Oldani – YES, Angela Pacitto – YES, Danielle Sutton – YES, and Margaret Teltow – YES t.

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

Closed Session Started: 7:38 PM.
Closed Session Ended: 8:25 PM.

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13. PUBLIC COMMENT

The following members of the public spoke:

Board member Michon received two emails and responded to both emails since the last meeting.

Cheryl Jahr, REA President addressed the Board. She stated that she is a 1984 graduate of Richmond high school. She said Richmond was the district people came to and stayed in their entire career. She stated that several of her colleges are here to demonstrate Richmond teachers are the heart of schools.

Jodi Schroder spoke and said that she has been a teacher in Richmond for thirty years. She stated that twenty-nine students of Richmond have served students for twenty-nine years and are still with us.

Kristie Cramton stated she was a teacher for six years in Richmond. She stated eleven teachers are alumni that have come back to serve their community.

Rachel Churchill stated she is a 1993 graduate of Richmond. She stated she had been in Richmond for 8 years. She stated thirteen teachers have left for better opportunities and they are fighting to make sure no more leave.

Kristina Walla stated she has been a Richmond teacher for four years. she hopes to teach her entire career in Richmond.

Heather Merrill stated she has been a Richmond teacher for just under two years. She stated teachers have regularly give up their prep to sub. One teacher has done it twenty-two times.

Margaret Munro stated she has been a teacher for twenty-four years in Richmond. She stated there are nine teachers that teach a full schedule with no prep.

Cheri Berchel says she has been a Richmond teacher for twenty years. She stated she takes on extra duties so that our students can benefit from a variety of experiences.

Stacy Buchanan stated she has been a Richmond teacher for four years. She stated several teachers have stepped up to provide lesson plans to long term subs this year.

Leah Guzek stated that she has been a teacher in Richmond since November of 2017. She stated that she has been afraid to take time off and speak her mind. She stated she has eight-nine preps a year. She said next year she will lose money due to the 7-period day. She stated she is taking a huge cut as are others. She stated the salary has kept Richmond competitive. She asked why this is so complicated, but things are taken away. She stated pay is not competitive and morale is at an all-time low. She stated expectations are too high for what they are being paid. She stated we will continue to lose people who care because little has been approved.

Ms. Michon asked the board for permission to share what was discussed in the Closed Session. All board members approved.

Ms. Michon read the following statement on behalf of the board of education:

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We have lost sixteen teachers since September. Out of that number, half are at the top of the teacher matrix. Thirteen of them hold master's degrees with six having master's degrees plus 15 to 30 additional credits. Why are they leaving?

In January, the Board discussed the need to seek out ways to retain our teachers and attract other teachers to the district. We started by comparing our teacher salaries with other districts.

We noticed that our starting salary up to step five is competitive. However, anything beyond Step 10, we fall significantly behind. Richmond has ten steps on our salary matrix and with a master's tops out at \$69,319. (current 22-23 pay scale) Districts around us have anywhere from 16 to 20 steps on the salary schedule and top out anywhere from \$80,000 to \$90,000.

Our teachers who are at the top of the scale will only receive a negotiated percent increase. Those who are below step ten receive both the percent increase and a step.

Because of the need for teachers, most of the teachers leaving Richmond are starting at a higher rate of pay than what they were receiving in Richmond. This is because most of them are going into other districts on a Step 10 or higher.

Finally, Michigan State Pension is determined on your three highest consecutive years of earnings. By leaving Richmond, they can make anywhere from \$10,000 to \$30,000 more. So, our top end teachers, of course, are going somewhere else as they look out for their future retirement earnings.

The superintendent and the board determined that we needed to increase the matrix scale for the teachers who are beyond Step 10 to retain and attract teachers to our district.

On February 13, 2023, the union proposed an offer to the board. Their offer was only a temporary fix as it would not increase the steps on the matrix. The board felt their offer would not solve our problem. We instructed Mr. Walmsley to come back with a counteroffer to the teachers. This offer was given to the teachers' union on February 14, 2023. This offer had some short-term and long-term options. One being adding up to step 14 on our matrix scale. We did not hear back from them regarding our offer until February 27 at 5:00 p.m. They declined all options.

On February 27, 2023, Mr. Walmsley reported to the board that the union declined our offer. As a board we listened to their reasoning and came up with another offer. This continued back and forth the whole month of March. Both board meetings time was spent on providing a counteroffer to the teachers' requests.

For those of you who do not know, any offer we make must go through three steps. It must get approval from the MEA-NEA Local 1, the teacher negotiating team, and then the teachers. The teachers in general may not even know what is being proposed until it is approved by Local 1.

On March 29, Mr. Walmsley met with our REA President and Vice President to offer yet another proposal, and he received a positive response. They stated that this last proposal was a good compromise of both the teachers' union offer and the district's offer. This proposal would benefit all teachers without any concessions being made. However, the Local 1 representative was not present. On March 31, Mr. Walmsley heard from the local and they will not agree to the latest offer.

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As of now, we do not have an agreement. When we started this process, we realized we had a problem and were seeking a solution. We have tried to work with the REA and Local 1 and are extremely frustrated that they are not willing to be part of the solution. They keep wanting more. This was not about negotiations; they have a contract until 2024-25. We were trying to work with our teachers' union to solve the problem of retaining and attracting teachers.

Our lack of an agreement with our teachers is not due to lack of trying on the part of this board and Superintendent. We must do better for all the employees of this district.

At this moment in time, our initial focus of retaining and attracting teachers has evolved into renegotiating a settled contract and the board is not interested in doing that.

14. ADJOURNMENT

Board member Michon adjourned the meeting at 8:40 PM.

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