

# 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  
Angela Pacitto  
Bridgette Shuboy  
Kyle Simmons  
Danielle Sutton  
Margaret Teltow  
Sherri Zube

Brian J. Walmsley, Ed.S.  
Superintendent

## BOARD OF EDUCATION **REGULAR** MEETING AGENDA

**7:00PM ON JANUARY 10, 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 11.*

**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 Shuboy.

**4. ROLL CALL**

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

7 – 0 Quorum of the Board

**5. APPROVAL OF AGENDA**

Motion by Board member Pacitto to approve the agenda as presented. Support by Board member Shuboy.

Discussion: None

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

**6. APPROVAL OF CONSENT AGENDA**

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

### **Non-Discrimination Statement**

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Discussion: Superintendent Walmsley recognized the following:

Resignations and Retirements: Clarence Miller (8<sup>th</sup> Grade Basketball Coach), Kathleen Gentner (Title I Teacher) and Shellie Daleo (First Tech Challenge Coach).

Termination: Cynthia Russo (Lunch Supervisor).

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

New Hires: Doug Noonkester (8<sup>th</sup> Grade Basketball Coach).

Notice of Appointments (Previously Hired by the Board): Darlene McNichol (4<sup>th</sup> Grade Teacher) and Shellie Daleo (First Robotics Co-coach).

Superintendent Walmsley stated there were no corrections to the 12-13-2021 regular meeting minutes.

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

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

**7. CLOSED SESSION FOR 011022 – A STUDENT DISCIPLINE HEARING PURSUANT TO SECTION 8(B) OF THE MICHIGAN OPEN MEETINGS ACT**

Pursuant to Section 8(b) of the Michigan Open Meetings Act and upon the request of the student's parent and/or guardian, Board member Zube motioned that the Board of Education go into Closed Session for the purpose of conducting a hearing to consider the discipline of a student whose identity is known as Student 011022 – A. Support by Board member Sutton.

Discussion: None

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

Closed Session Started: 7:04pm

Closed Session Ended: 9:10pm

Due to the lateness of the meeting, Board member Teltow motioned to table Presentation 10A (i.e., Instructional Spotlight: High School Grading Policy), Presentation 10B (i.e., Instructional Spotlight: Teacher Cadet, Computer Science (STEAM), and Automotive Technician CTE Programs) and Presentation 10C (FY2022 Athletic Budget Overview) to the January 24, 2022 Board meeting.

Supported by Board member Sutton.

Discussion: None

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

**8. CLOSED SESSION FOR 011022 – B STUDENT DISCIPLINE HEARING PURSUANT TO SECTION 8(B) OF THE MICHIGAN OPEN MEETINGS ACT**

Pursuant to Section 8(b) of the Michigan Open Meetings Act and upon the request of the student's parent and/or guardian, Board member Zube motioned that the Board of Education go into Closed

**Non-Discrimination Statement**

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Session for the purpose of conducting a hearing to consider the discipline of a student whose identity is known as Student 011022 – B. Support by Board member Simmons.

Discussion: None

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

Closed Session Started: 9:12pm

Closed Session Ended: 9:52pm

## 9. BOND UPDATE

Superintendent Walmsley provided an update on bond projects throughout the district.

Superintendent Walmsley sought direction from the Board regarding the additional parking lot by the varsity and junior varsity baseball field as previously discussed. He reported that the last bond series funds of \$833,834, anticipated to be sold in the spring of 2022 rather than January of 2024, may be used to fund the parking lot project.

In a *straw-poll* of the Board by Superintendent Walmsley, the Board was not supportive to use Fund Balance from General Fund for the projected costs of the parking lot but was supportive of using bond funds.

Superintendent Walmsley reported that in the past three years, the district's Federal and State CARES and ESSER funds have been used to replace all student and staff laptops. With the Board's action to set-aside funds each year to replace laptops, in 2-3 years these funds will be available to begin replacing student and staff laptops on a five-year rotation. Superintendent Walmsley recommended the use of funds from the last bond series to fund the purchase of interactive televisions for classrooms, replacing interactive projectors at the middle and high schools, and the new parking lot.

The Board supported his recommendation and directed the Superintendent to move forward with the parking lot, with as many parking spots as the budget will allow.

## 10. PRESENTATION

- A. Instructional Spotlight: High School Grading Policy  
Tabled until January 24, 2022.
- B. Instructional Spotlight: Teacher Cadet, Computer Science (STEAM), and Automotive Technician CTE Programs  
Tabled until January 24, 2022.
- C. FY2022 Athletic Budget Overview  
Tabled until January 24, 2022.

## 11. PUBLIC COMMENT

### **Non-Discrimination Statement**

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Board member Michon reported that she received emails from the public regarding active shooter and active violence and the preschool Christmas program. She stated that Superintendent Walmsley responded to the parent regarding the preschool Christmas program.

The following members of the public spoke:

- Beth Stemmerich stated that the public voted/hired for the Board, and the board reflects the community and its values, not outside voices. She reiterated that we [parents] are our children's biggest advocates. It needs to be a parent's choice on whether children wear a mask or not. Ms. Stemmerich read a statement

Ms. Stemmerich stated that some board members have been part of other meetings from other groups, parents have not heard anything from Board members who participated. She indicated she does not want to go virtual if things continue to get bad. Ms. Stemmerich stated she was done being political and her children being indoctrinated. She provided a statement with her email to all Board members.

- Shelby Paul thanked the board for sticking to parental choice on whether to wear a mask or not. She stated that she is not happy with other districts requiring masks and hopes Richmond district will continue not requiring masks.

## 12. SUPERINTENDENT AND LEGISLATIVE UPDATE

B. Walmsley

Superintendent Walmsley provided the following update:

### Employee Concern at December Board Meeting

Employee who spoke about her concerns regarding an active shooter. On December 20, 2021, Mr. Rinehart, Director of Athletics, Facilities, and School Safety, confirmed that he and Mr. Kastl, High School Principal, spoke to her and addressed all her concerns. I would like to note, no body told the employee that she would be expected to run towards an active shooter. That statement was not true.

### Parent Concerned About Bullying

Following the board meeting in December, Superintendent Walmsley reported that he asked Kristie Lashbrook, Director of Student Support Services, and Mr. Rinehart, Director of Athletics, Facilities, and School Safety, to reach out the parent that spoke and investigate the matter, particularly regarding the statement a staff member "allegedly" made. After multiple attempts, the parent has not returned their calls.

During the parent's comments, she indicated that the "schools were doing nothing to protect students from bullying." Superintendent Walmsley stated he wants to public disagree.

At Richmond **High School reports the following** to combat bullying and promote emotional and mental health efforts.

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- Code blue weekly winners- Recognizing positive behavior and kindness to others
- Daily Greetings at Main entrance by Administration on the outside and by multiple staff members on the inside
- Social and Emotional survey provided to students periodically. Data is used to provide Social and Emotional support by School Social worker
- Creation of Every Mind Matters- a group that is run by staff that discusses and implements social and emotional supports and best practices.
- Every student gets the same message- That they matter, and they are loved in the daily announcements- The following is read to the student body “ Never forget that Richmond High School is a family, we may sometimes not all agree on everything, but we take care of each other, we look out for each other, and we stand up for each other. Be the best version of yourself today, have a great day, we love you.”
- Restorative Practices are used repair damaged student to student and student to staff relationships.
- Social skills groups – lead by social worker that teach social skills and appropriate interactions
- Strict adherence to Districts Anti- Bullying policy regarding discipline code
- OK to SAY
- Assessments provided by social worker based on individual student needs
- Community Outreach- Macomb Family Services and CARE of SE Michigan to support students and families in need
- Use of School liaison officer to mediate conflicts that in and out of school conflicts

Looking forward: Providing educational training on appropriate use of social media and the dangers of Cyber Bullying.

#### Will L. Lee Elementary School reports:

- Monthly character assemblies at Lee with various themes around sharing, gratitude, friendship, etc.
- Kindness Month will begin for the entire Month of February
- Media specialist, Mrs. Nichols is reading the book [Buddy Bench](#) that goes along with the designated Buddy benches outside at Lee that encourage students to sit on the bench when they are looking for a friend to play with or need someone to cheer them up.

#### Richmond Middle School reports:

- Richmond Middle School has partnered with Suite360 and the Michigan Cares program to offer a digital education designed to develop positive mental health, as well as vital social and emotional skills. These skills include things like, stress management, emotional self-care, developing healthy coping techniques, feeling, and showing empathy for others, working through differences and antibullying.

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All the curriculum is evidence-based using the CASEL framework. The lessons come with pre and post assessments to determine what students have learned. The SEL team (Ms. Wycinski, Ms. May, and Mr. Birkmeier) at RMS determined the most needed lessons after viewing a beginning of the year assessment taken by students. These lessons are worked into our Advisory schedule and last 20-30 minutes. The lessons can be fully digital, or teacher led (all materials are provided) based upon the teacher's comfort level. The topics remain the same, however, the content is grade-level appropriate. Below are the topics chosen for this year:

November 5 Suite360 Beginning of the Year Assessment  
November 19 Suite360 Lesson – Theme: Identifying/Managing Emotions  
December 17 Suite360 Lesson – Theme: Mindfulness  
January 7 Suite360 Lesson – Theme: Planning & Organization  
February 4 Suite360 Lesson – Theme: Honesty & Integrity  
February 11 Suite360 Lesson – Theme: Conflict Resolution  
March 4 Suite360 Lesson – Theme: Digital Literacy  
March 18 Suite360 Lesson – Theme: Manage Stress

There are several things needed to address, reduce, and eliminate bullying in a school. Below are those aspects and how we are doing those:

1. Teach students what to do if they see or experience bullying (Tier 1)
  - a. Anti-bullying videos in October
2. Teach students how to handle their own emotions and actions so they feel better about themselves and don't need/want to treat others poorly (Tier 1)
  - a. SUITE360 Lessons in Advisory (November 5<sup>th</sup>, December 17<sup>th</sup>, February 4<sup>th</sup>, February 11<sup>th</sup>, March 4<sup>th</sup>, March 18<sup>th</sup>)
3. Help students to feel successful at school and feel a part of the school community (Tier 1)
  - a. Teachers build positive rapport with their students daily
  - b. Grade Reflection activities and goal setting in Advisory (December 10<sup>th</sup>, January 7<sup>th</sup>, January 14<sup>th</sup>, January 21<sup>st</sup>, February 25<sup>th</sup>, March 25<sup>th</sup>)
  - c. Various pep assemblies and spirit-wear days throughout the year
  - d. SHINE cards and PBIS program throughout the year
  - e. WEB - 8th grade to 4th grade mentoring program
4. Provide identified students with extra support (Tier 1 and 2)
  - a. Teachers help students talk through issues that arise among classmates throughout the year
  - b. Ms. Wycinski and Mrs. May meet with students to provide support to students experiencing issues with their friend group and/or teaching socially appropriate behaviors
5. Address students that are treating others poorly and give extra support and consequences as appropriate (Tier 3)

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- a. Ms. Wycinski and Mrs. May meet with students to provide support to students experiencing issues with their friend group and/or teaching socially appropriate behaviors
- b. Mr. Birkmeier and/or Mr. Bartels meet with students to provide support and/or consequences for poor choices.

### **Mask-up Townhall**

On Wednesday, January 5, 2022, Superintendent Walmsley was invited to participate in a Townhall regarding requiring masks by a group called, *Macomb County Parents for Safe in Person Learning*. During the Townhall, the message the group wanted to portray to State, County and School leaders was the importance of wearing mask.

Superintendent Walmsley thanked them for allowing me to participate in Townhall. Superintendent Walmsley stated that he appreciated and welcome the opportunity to listen to both sides. He stated that many times, people think listening is implementing what they just say. Listening to him was taking the time to understanding a person's perspective and considering that perspective when making a final decision. Superintendent Walmsley told the group that is what the Richmond Board and he have done.

Superintendent Walmsley stated that individual's views regarding masks have been very heated and emotional charged on both sides for well-over a year. He stated that for every parent or community member that shares a story as to the importance of wearing a mask, he has received an equal number of emails from parents who share a story how wearing masks create issues or not effective.

Superintendent Walmsley stated that his position is not to debate the issue or validate one side vs. the other. His position is to do what the Board and I believe is in the best interest of Richmond families. And for that, he stated that Richmond decided, and continued to be a mask-optional district. He stated that families that want to mask, may. And families that do not want to mask, may choose not to.

Superintendent finished with stating that while he believes what Richmond is doing is not perfect, but it is the best solution for our community given the political divisiveness this topic has become.

Macomb County Health Department (MCHD) requirements and guidelines

Superintendent Walmsley stated that we are awaiting changes from the health department is the requirements to quarantine and the duration. The changes are to be more in line with the recommendations from the CDC.

### **Shortage of Staff and consequences.**

Superintendent Walmsley stated that if community members would like to become a substitute, to contact Jamie Thiel, Director of Human Resources, who can assist them in starting an application through Edu Staff, the 3<sup>rd</sup> party substitute contractor.

Equipment Grant

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Renee Ara, Executive Director of Curriculum and Educational Services, reported that the district received an equipment grant for the marketing and business courses totaling over \$20,000.

Superintendent Walmsley also reported that the district received over \$120,000 in childcare stabilization funds. More details will follow as to how the funds will be distributed.

### 13. ITEMS OF INTEREST FROM THE BOARD OF EDUCATION

Board of Education

Deborah Michon – Board member Michon reported that she also tried to get on the Mask-up Townhall meeting but was unable to get into the Zoom call.

Danielle Sutton – Board member Sutton reported that she tried to get on the Mask-up Townhall meeting but was unable to get into the Zoom call. She also thanked Brian for keeping mask optional.

Margaret Teltow – Board member Teltow reported that she tried to get on the Mask-up Townhall meeting but was unable to get into the Zoom call. She also asked Mr. Walmsley about the parent concern at Lee about not being contacted. Superintendent Walmsley apologized for not calling the parent. He stated that after the high school was dismissed early back in December, his administrative team debrief what happened and the success of implementing the district's protocols. In the debriefing, Superintendent Walmsley reported that the individual who oversaw the *SchoolMessenger* notification did not choose all groups, but only the high school group. Thus, some elementary and middle school parents who do not have students in the high school were not get notified.

Sherri Zube – Board member Zube

### 14. ACTION ITEMS

- A. Approval of Board Resolution for Student 011022 – A Discipline Hearing  
Board member Teltow motioned that following a Closed Session Student Discipline Hearing, the Board votes to expel Student 011022–A, consistent with the attached resolution. Support by Board member Sutton.

Discussion: None

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

- B. Approval of Board Resolution for Student 011022 – B Discipline Hearing  
Board member Teltow motioned that following a Closed Session Student Discipline Hearing, the Board votes to permanently expel Student 011022–B, consistent with the attached resolution. Support by Board member Sutton.

Discussion: None

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

#### **Non-Discrimination Statement**

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C. Approval of Wage Increase for Childcare, Preschool Teachers and Aides, and GSRP Lead and Associate Teachers

Board member Zube motioned to accept the recommendation of the Superintendent and approve a 3% pay increase for Childcare, Preschool Teachers and Aides, and GSRP Lead and Associate Teachers employees, as outlined in the attached documentation. Support by Board member Teltow.

Discussion: None

Roll Call Vote: Deborah Michon – Yes, Angela Pacitto – Yes, Bridgette Shuboy – Yes, Kyle Simmons – Yes, Danielle Sutton – Yes, Margaret Teltow – Yes, and Sherri Zube – Yes.

Motion passed.

**15. ADJOURNMENT**

Board member Michon adjourned the meeting at 10:28PM.

**Non-Discrimination Statement**

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