

Minutes of Regular Board of Education Meeting - PROPOSED

The Board of Trustees Madison District Public Schools

A Regular Board of Education Meeting of the Board of Trustees of Madison District Public Schools was held Monday, August 3, 2020, beginning at 7:00 PM in the Virtual Meeting.

1. Call to Order

Meeting called to order at 7:02 PM

A. Pledge of Allegiance - Mrs.Ott

2. Roll Call

Present: Mr. Holcomb, Ms. Kastle, Mr. Kimble, Ms. Ott, Mr. Pittman, Ms. Scott, Ms. Thompson

Absent:

3. Public Fundamental with public comments

Public Comments Occurred:

Nanette Basler

Amy Lewis

Tom Smith

4. Superintendent Report - Mr. Angel Abdulahad

Wilkinson Scoreboard – Many thanks to the Madison District Athletic Boosters for their donation of a new scoreboard to Wilkinson Middle School worth \$4,000. Just shows what can happen when the community comes together for

Return to Learn Update – Will be presented later in the meeting during the open board discussion on fall back to school reopening.

Motion was made to amend the agenda.

Motion by: Ms. Scott

Support by: Mr. Pittman

Discussion occurred.

Roll Call Vote

Ayes: 3 Mr. Holcomb, Mr. Pittman, Ms. Scott

Nays: 4 Ms. Kastle, Mr. Kimble, Ms. Ott, Ms. Thompson

Motion Fails 4-3

5. Board of Education Action Items

A. Approval of Minutes From 07/13/2020 Regular Meeting

It is recommended that the Board of Education approve the minutes from Monday, July 13, 2020 Regular Board of Education meeting.

Motion by: Ms. Ott

Support by: Ms. Thompson

No discussion occurred.

Roll Call Vote

Ayes: 7 Mr. Pittman, Ms. Scott, Ms. Ott, Ms. Kastle, Ms. Thompson, Mr.

Holcomb, Mr. Kimble

Nays: 0

Motion passes 7-0

B. MDPS Employment Agreements

Motion was made to separate contracts and vote on each contract individually.

Motion by: Ms. Scott

Support by: Mr. Pittman

Discussion occurred.

Roll Call Vote

Ayes: 7 Mr. Kimble, Mr. Pittman, Mr. Holcomb, Ms. Scott, Ms. Thompson, Ms.

Kastle, Ms. Ott

Nays: 0

Motion passes 7-0

It is recommended that the Board of Education approves the employment agreement with Jamie Thiel.

Motion by: Ms. Scott

Support by: Mr. Holcomb

Discussion occurred. Ms. Scott asked how many applicants applied for this position. Ms. Hill responded that forty-three (43) applicants applied. Four or five applicants were interviewed, all of whom have school district experience.

Roll Call Vote

Ayes: 7 Mr. Pittman, Ms. Scott, Mr. Holcomb, Mr. Kimble, Ms. Thompson, Ms. Ott, Ms. Kastle

Nays: 0

Motion passes 7-0

It is recommended that the Board of Education approve the employment agreement for Donna Wertheimer.

Motion by: Ms. Ott

Support by: Ms. Scott

Discussion occurred. Mr. Pittman asked if this is a replacement for a former employee. Mr. Abdulahad answered yes. Mr. Kimble clarified that Carmine Rice had retired and that this would be her replacement. Ms. Scott asked how many applicants applied for this position. Ms. Hill responded that twenty-three (23) applicants applied, and we focused on applicants that had school district experience. Donna had the most experience with twenty (20) years.

Roll Call Vote

Ayes: 7 Ms. Scott, Mr. Holcomb, Mr. Pittman, Ms. Kastle, Ms. Thompson, Ms. Ott, Mr. Kimble

Nays: 0

Motion passes 7-0

It is recommended that the Board of Education approves the employment agreement for Tim Pace, Transportation.

Motion by: Ms. Scott

Support by: Ms. Ott

Discussion occurred. Ms. Ott asked if this was just a renewal of Mr. Pace's current contract. Yes. Ms. Thompson asked when his current contract expires. Mr. Abdulahad responded that it already expired. Mr. Kimble stated that this new contract was for the new fiscal year and that it would run through June 29, 2021.

Roll Call Vote

Ayes: 7 Ms. Ott, Mr. Kimble, Mr. Pittman, Ms. Scott, Mr. Holcomb, Ms. Kastle, Ms. Thompson

Nays: 0

Motion passes 7-0

It is recommended that the Board of Education approves the employment agreement for Lawrence Miller, listed as Accounting Supervisor.

Motion by: Ms. Scott

Support by: Mr. Pittman

Discussion occurred. Ms. Scott asked if this employee has been with the district, and Mr. Abdulahad confirmed. Ms. Scott asked if this is a new title for this employee. Mr. Abdulahad stated that a few meetings ago that he had announced a restructuring of Central Office, as is his right as the Superintendent. This is just a title change as Lawrence has since graduated and earned his degree and taken on more responsibilities. Ms. Scott asked that since his title has changed, does this mean his contract is more than it was previously and can you give an amount. Mr. Abdulahad stated that the contract was \$70,000, but with the tuition reimbursement that he was receiving previously it is almost an even wash. He has been in the district for almost five years now and is a great employee. Right now it is Edwina and Lawrence taking on the duties of five people, and neither one has complained about what they are doing and we are in the middle of auditing season. Ms. Scott stated that without a listing of new duties in the new contract, she doesn't feel like she can vote on this new contract. Mr. Pittman stated that although Mr. Abdulahad states that he has the ability in his contract to restructure, he does not have the authority to create new positions without board approval. It does not mean that he will vote against Lawrence's new contract. If the board has to follow policies and procedures, then everyone has to follow them. Mr. Abdulahad stated that he is presenting the new position by bringing this new contract to the Board. Ms. Thompson stated that this is the contract that she had questions about. She asked when his current contract is officially up. Mr. Abdulahad responded November 2021. Ms. Thompson wants to know why we are doing this now when his contract is not expiring until then. Ms. Scott state that she agrees with Ms. Thompson. Mr. Pittman state that the superintendent has the authority to give pay increases without board approval, he just does not have the authority to create new positions. Mr. Abdulahad states that he does not feel he has the right to arbitrarily give out raises; that is why he is presenting the contract to the board, to be transparent. Mr. Holcomb stated that since we invested in the employee by paying for his education, we should do what we

can to keep him so he doesn't leave for \$0.50 more an hour. Mr. Abdulahad stated that if he were the employee, he might look at it like maybe they don't want me here. I wouldn't look at this very positively, what is transpiring here. Ms. Scott states that she understands what Mr. Abdulahad is saying, but the board has a responsibility to the public and she does not know if a \$10,000 increase is something we can do right now. Mr. Abdulahad stated that if we were to lose this employee, we would have to invest a large amount of money into training a new employee; Ms. Scott stated that we could also interview and find another person with the same amount of experience. Mr. Pittman tells Mr. Kimble that these discussions are important but it seems like Mr. Kimble is trying to stop everything and move the board along. Mr. Pittman wants everyone to be able to talk. Mr. Pittman suggests that Mr. Abdulahad add something about vacation payouts in new contracts to avoid any legal fees that may arise. Ms. Ott wants to make it clear that the board is not trying to get rid of Mr. Miller. Mr. Pittman wants Lawrence to stay; he understands the value of a good employee. Ms. Thompson withdraws her motion to table Mr. Miller's contract.

Roll Call Vote

Ayes: 5 Mr. Pittman, Mr. Holcomb, Mr. Kimble, Ms. Ott, Ms. Kastle

Nays: 2 Ms. Scott, Ms. Thompson

Motion passes 5-2

6. Human Resources

7. Business Office

A. Check Register

It is recommended that the Board of Education approves the monthly expenditures totaling: One Million, Seventy-Two Thousand, Eight Dollars and Eighty-Three Cents. \$1,072,008.83

Motion by: Ms. Thompson

Support by: Ms. Ott

No discussion occurred.

Roll Call Vote

Ayes: Mr. Holcomb, Ms. Kastle, Mr. Kimble, Ms. Ott, Mr. Pittman, Ms. Scott, Ms. Thompson

Nays: 0

Motion passes 7-0

B. Additional Checks for BOE Approval

It is recommended that the Board of Education approve the listed accounts payable checks for approval to be paid.

Motion by: Ms. Scott

Support by: Ms. Kastle

No discussion occurred.

Roll Call Vote

Ayes: 7 Ms. Thompson, Mr. Pittman, Mr. Holcomb, Ms. Scott, Mr. Kimble, Ms. Kastle, Ms. Ott

Nays: 0

Motion passes 7-0

8. Appraisals

Tabled from July 13, 2020 Regular Board of Education meeting

Motion was made to permanently table the first appraisal of the Administration Building.

Motion by: Ms. Thompson

Support by: Mr. Holcomb

Discussion occurred. Ms. Scott stated that this was what she was trying to do at the beginning of the meeting by amending the agenda; it makes no sense to her at all. Ms. Kastle stated that she voted no to amend the agenda because she knew that it would be discussed later on in the agenda.

Roll Call Vote

Ayes: 7 Mr. Pittman, Ms. Scott, Ms. Ott, Ms. Kastle, Ms. Thompson, Mr. Holcomb, Mr. Kimble

Nays: 0

Motion passes 7-0

Motion was made to permanently table the second appraisal of the Administration Building.

Motion by: Ms. Ott

Support by: Mr. Holcomb

No discussion occurred.

Roll Call Vote

Ayes: 7 Mr. Kimble, Mr. Pittman, Mr. Holcomb, Ms. Scott, Ms. Thompson, Ms. Kastle, Ms. Ott

Nays: 0

Motion passes 7-0

9. Open Board discussion on fall back to school reopening

Mr. Abdulahad presented his overview of two options that will be offered for learning in the fall: 5 Day In-Person Learning OR Full Virtual Option. Parents will be asked to make a final decision on their choice soon. If they do not officially make a selection, they will be scheduled for In-Person learning, as it is much

Questions:

Mrs. Ott – Are the additional Chromebooks coming from the CARES Act?

Mr. Abdulahad – Yes. All money will be funneled back to the students. FEMA money will be rerouted to cover the cost of PPE.

Mr. Kimble – Will we have enough busses and seating to accommodate all students needing transportation?

Mr. Abdulahad – Already have 12th or 13th bus, and with only 50% of parents selecting In-Person learning, we will have plenty of space for social distancing.

Ms. Kastle – Are families locked into their decision for the entire school year?

Mr. Abdulahad – If families elect In-Person, they can change to Virtual at any time. If a family selects Virtual, we are asking them to commit to one full semester. Once the master schedules are locked in, class sizes will be set to allow for social distancing in the classrooms. If parents are unsure at this time, select In-Person initially.

Ms. Kastle – Will an increase in enrollment of students wanting In-Person learning lead to difficulty in social distancing?

Mr. Abdulahad – Currently looking at what other spaces may be available throughout the district for in-person learning. Students should be in school. Educators have a sworn oath to educate students.

Ms. Scott – If we move back to Phase 3, will students with IEPs still receive their therapeutic therapies?

Mr. Abdulahad – If the Governor moves us back to Phase 3, we will have to follow state guidelines. If we remain in Phase 4, but move to virtual model, yes, students will still be able to receive services in home.

Ms. Scott – What are we going to do with IEP students in Phase 3 that have not been receiving services and will continue not to receive services? A parent cannot seek outside services for their child if the school district has already been paid for the special education student. Concerned that these students will continue to be left behind.

Mr. Abdulahad – We have ordered gowns and if the Oakland County Health Department allows for in-home visits, then we will have in-home visits. If not, we will have to continue with virtual visits.

Ms. Scott – I want to make sure that there is planning happening around providing services to students with IEPs.

Mr. Abdulahad – Things will be much different than they were in the spring.

Ms. Kastle – Will you please send a copy of the presentation to all board members?

Mr. Abdulahad – Yes.

10. Board items - Officers and Committee Reports

A. Board Members Open Table Discussion

A discussion occurred on the June 15, 2020 Regular Board Meeting when Ms. Scott was removed from the meeting.

8:42 PM – Ms. Thompson was removed from the virtual meeting.

B. Committee Reports

A discussion occurred on the status of the Edison building (Keys Grace Academy). A committee was formed to move forward with the selling of the building. Mr. Abdulahad was also authorized to enter negotiations with Keys Grace Academy about the purchase of the building. The committee will agree to meet before the next board meeting. Mr. Abdulahad will put together a presentation with all of the information needed to make a decision on the sale of the building or continuing to lease to Keys Grace for the next board meeting.

C. Board Comments

Mr. Pittman – Wants the Board to remember that we need to follow policies in everything that we do, as we have a duty to the public. An email from legal counsel states that as of right now there has been no wrongdoing by past administration or board members proven, and it is unfair of members of the public to continually accuse the past board and administration of wrongdoing until it has been proven. The Board doesn't know anything, therefore, the public doesn't know anything.

Ms. Kastle – Thank you to Angel and the Return to Learn Task Force for their tireless work on the putting together the plan for the start of the school year.

Mrs. Thompson – Will direct any further questions to Mr. Abdulahad. Thank you to Angel and his team for their work on the plan.

Ms. Scott – In response to same member of the public that Mr. Pittman mentioned, please make it clear that the person who interrupted the last meeting was not a trustee of the board, but a member of the public. Would like proof in the bylaws that board members only have three minutes to speak during board comments. Thank you to all parents for being patient with the back to school plans. Thank you to the Return to School Taskforce for all of their hard work. Thank you to everyone working on the garden. Thank you to parents, students, and community for all of the cans and bottles collected for the band.

Ms. Ott – Thank you to everyone working so diligently on the plan to get students and staff back to school. So glad that Center Line chose to hire an alumni over Mr. Abdulahad—he is such an asset to the district. Welcome to Mr. Thiel and Ms. Wertheimer to the district.

Mr. Holcomb – Thank you to Mr. Abdulahad for all his hard work; he’s doing a great job. Welcome to the new hires.

Mr. Kimble – Welcome to the new hires. In response to Mr. Pittman’s comments, we’ll just have to wait and see.

11. Adjournment

A motion was made to adjourn the meeting at 9:20 PM.

Motion by: Ms. Ott

Support by: Mr. Holcomb

No discussion occurred.

Roll Call Vote:

Ayes: 7 Mr. Pittman, Ms. Scott, Mr. Holcomb, Mr. Kimble, Ms. Thompson, Ms. Ott, Ms. Kastle

Motion passes 7-0.