

Minutes

202.24 PLEDGE OF ALLEGIANCE TO THE FLAG – Cox

President David Cox led the Pledge of Allegiance.

203.24 ROLL CALL/ATTENDANCE – Hines

Board members present: LeWanna Abney-Mitchell, David R. Cox, Bradley Gray, Melandie Hines, Kimberly R. May, Mark F. Neal, Frederick L. Weaver, Th.D.

Motion to remove item c. Layoffs from agenda item 205.24 Consent Agenda under II. Human Resource Items for further discussion.

Resolved, that the board approve the motion to remove item c. Layoffs from agenda item 205.24 Consent Agenda under II. Human Resource Items for further discussion. Motion by B. Gray, support by M. Hines.

Mr. Neal requested confirmation that the item would remain on the agenda but would be removed from the consent agenda.

Mr. Cox confirmed that it will become agenda item 207.24.

ROLL CALL VOTE

AYES:	7
NAYS:	0
ABSTAIN:	0
ABSENT:	0

MOTION PASSED

Motion to add 204.24 a Staffing Presentation by the Administration.

Motion to remove David Cox from his seat as President for this meeting and place Dr. Weaver in the President position. Motion by L. Abney-Mitchell, support by K. May.

D. Cox questioned if that was possible.

L. Abney-Mitchell shared that it was possible.

M. Neal asked the board member to share the documentation allowing this motion.

L. Abney-Mitchell shared that the documentation is in the Board of Education Bylaws and Policies.

D. Cox asked L. Abney-Mitchell to read the policy into the record.

L. Abney-Mitchell shared the following policy:

***Removal from Officer Positions*** - The Board may remove a person from an elected Board office by a majority vote of the serving trustees. Removal from an office does not constitute removal from the Board.

#### ROLL CALL VOTE

AYES:	5
NAYS:	2
ABSTAIN:	0
ABSENT:	0

#### MOTION PASSED

#### 204.24 Staffing Presentation – Dignan

Dr. Dignan shared that he understands how difficult this has been for everyone.

Plante Moran's final audit provided the school district's financial reality.

- Which was just above 6% in fund equity.

After evaluating the district's budget, it would need around 15 million dollars to keep the fund balance above 5%.

Dr. Dignan shared a PowerPoint outlining the district's plan.

- Phase I will include shifting existing staff to fill vacancies, reclassifying positions, and mid-year layoffs.
- Phase II will include district-wide staffing driven by student enrollment and contract language. Community focus groups will be created, board workshops and retreats will be held.
- The process for layoffs and the positions pending layoff were shared.
- Second-semester staffing changes will save approximately \$1,700,000 in wages and benefits.

K. May asked what the fund balance will be after the shifting of ESSER funds?

Dr. Dignan shared that the figures were not available at this time.

K. May requested that a consultant from MDE come in to explain what it will mean for the district to fall below the 5% fund balance.

Dr. Dignan expressed that could be arranged.

M. Hines is concerned with the number of custodial staff recommended for layoff and how the district will maintain the building standards. She does not feel enough information about the savings proceeding the layoffs has been shared.

Dr. Dignan shared that the savings would be \$1.7 million for this school year and 3.4 million for the next school year.

L. Abney-Mitchell asked for clarification of administration positions that were being recommended for layoff.

Dr. Dignan explained that some administrators were shifted and other administration positions were consolidated.

M. Hines asked if there is a timeline for when the positions might be called back and if any job training will be offered.

B. Gray would like clarification on when the affected groups were included in the decision-making process or when they were informed.

Dr. Dignan shared they went over the timeline with the board as soon as they looked at all positions across the district. In November, different departments and personnel were included.

B. Gray asked if the bargaining units were informed before the layoffs were announced?

Dr. Dignan shared that the bargaining units were informed of the suggested positions and timeline.

B. Gray asked when that was shared with the bargaining units.

Dr. Dignan explained that he did not have those dates in front of him.

M. Neal asked if these dates had been previously shared with the board members.

Dr. Dignan confirmed that the dates had been shared with the board members.

M. Neal shared that Mr. Gray asked for Dr. Dignan to share the dates that the board members have seen.

K. May suggested that the board look at and talk about revenue-generating proposals.

M. Hines mentioned that the district might want to look into selling Marshall.

L. Abney-Mitchell shared that some board members did not receive a timeline.

205.24 CITIZEN'S COMMENTS: AGENDA ITEMS – Cox

The following people shared their concerns about the removal of the Assistant Principal from Hicks Elementary:

Melanie Peck  
Tracy Bellanca  
Sarah Hughey  
Armando Ozuna  
Chanel Williams

Nick Applebee – shared a summary of a proposal to generate revenue and expressed his concerns about layoffs.

Tov Pauling – concerns with privatization, layoffs and budget.

Don Harris – concerns with budget, layoffs and staff shifting.

Tonya Karpinski – concerns with budget, layoffs and that collaboration with unions is not happening.

Jeff Marti – concerns with contract violations, budget, privatization and layoffs.

Karen Trusedell – concerned with the elimination of a position at William D. Ford Career-Tech.

Michelle Sample – concerns with privatization and budget.

Kevin Marchi – budget concerns.

Dylan Wegela – shared that privatization does not save money. He believes that administration, staff and unions should work together to find a solution.

Mariah Fant – concerns about staff movement.

Roxanne West – concerns about staff movement.

Jessica West – budget concerns.

Angela Lentz – staffing concerns.

Janet Pipa – staffing and curriculum concerns.

Jennifer Largent – read a letter from Melanie Harner regarding staffing concerns.

Heather Martinez – staffing concern.

Kiersten West – budget concerns.

Laura DeMarco – staffing and budget concerns.

Jennifer Owens – budget concerns.

Tav Brown-Bey – staffing concerns.

Dean Zilka – staffing concerns.

London Humpfrey – staffing and budgeting concerns.

Unknown – staffing and budgeting concerns.

Tonya Humpfrey – student behavioral health and staffing concerns.

## 206.24 CONSENT AGENDA

### I. MINUTES

- a. Special Board Meeting Minutes – November 17, 2023
- b. Regular Meeting Minutes – November 20, 2023

### II. HUMAN RESOURCE ITEMS

- a. Resignations: Instructional, Non-Instructional and Non-Affiliated Personnel
- b. Placements: Instructional, Non-Instructional, Non-Affiliated Personnel
- c. ~~Layoffs: Administrative, Non-Instructional, Non-Affiliated Personnel~~  
(Moved to agenda item 207.23.)

### III. BUSINESS & FINANCE ITEMS

- a. Payment of Invoices [under separate cover]
- b. Investment Report [under separate cover]

### IV. DONATIONS

The following donations were made to Wayne-Westland Community Schools Family Resource Center for students and families in need:

- a. Plastipak Packaging, Inc.: School supplies and backpacks
- b. Gethsemane Missionary Baptist Church: Clothing and hygiene supplies

- c. Jack Demmer Ford: School supplies and monetary donation
- d. I Support the Girls: Undergarments, socks and feminine hygiene items
- e. FedEx Ground: School supplies and backpacks
- f. St. Mary Parish: School supplies and backpacks
- g. St Mary, Cause of Our Joy Catholic Church: School supplies and backpacks
- h. Kim Sykes: School clothing
- i. Sky Zone Canton: Backpack and school supplies
- j. Trinity Health Livonia: School supplies
- k. Diane O'Donahue: Clothing items
- l. Annette Swider: Clothing items
- m. Helen Glandon: School and cold weather clothing

The following donation was made to Wayne-Westland Community Schools for the Monthly Compassion Student Winner Reward:

- a. Wayne Ford Civic League – Vic Barra: Gift cards

#### V. 2024 Board of Education Regular Meeting Schedule

### CURRICULUM, INSTRUCTION AND ASSESSMENT

- a. John Glenn High School 9-12 Grade Band, Orchestra, and Choir Field Trip [under separate cover]
- b. John Glenn High School 9-12 Grade Student Council Field Trip [under separate cover]
- c. Wayne Memorial High School 9-12 Grade Student Senate Field Trip [under separate cover]
- d. John Glenn High School 9-12 Grade Athletic Team Field Trip [under separate cover]
- e. John Glenn High School 9-12 Grade Athletic Team Field Trip [under separate cover]
- f. John Glenn High School 9-12 Grade Athletic Team Field Trip [under separate cover]
- g. Wayne Memorial High School 9-12 Grade Varsity Basketball Field Trip [under separate cover]

Motion by D. Cox, no support.

### 207.24 REVIEW AND APPROVAL OF HUMAN RESOURCE ITEMS –

- I. Layoffs: Administrative, Non-Instructional, Non-Affiliated Personnel (previously tabled)

Resolved, that the board table agenda item 207.24 to a future meeting. Motion by B. Gray, support by M. Hines.

M. Neal – the layoffs are being unnecessarily tabled. It would be impossible for the board to approve layoffs. We do care, but we also are trying to find a solution. Tabling this item does not help the issue.

M. Hines – we are all here today because we believe in Wayne-Westland. We do not have the information to move forward with the layoffs. We are losing staff and money. We need to take the time to make the right decisions.

L. Abney-Mitchell – I joined the board to support the Inkster students. I am unable to vote today because I do not understand the process. The process has not been explained to the board. I have suggested that the administration take a pay cut.

B. Gray – it states in the bylaws that the board should not vote on an issue when it is introduced. We need time to look into the comments shared here tonight.

K. May – We need a comprehensive plan before we move forward. The community must have their say before a decision is made. We need the information to make an informed vote.

F. Weaver – if we vote to table this item for another meeting, layoffs will be rescinded until future consideration.

M. Neal – feels that the vote should take place today so those affected know what to expect. The board has been informed and there is no reason to wait on the vote. If a board member is not in favor, vote no.

M. Hines – we should look into the suggestions before we vote.

F. Weaver – if the issue is tabled tonight, all employees who received pink slips will be reinstated.

#### ROLL CALL VOTE

AYES:	6
NAYS:	1
ABSTAIN:	0
ABSENT:	0

#### MOTION PASSED

#### 208.24 BOARD OF EDUCATION COMMITTEE REPORT – Cox

##### I. Finance Committee Report – May

Ms. May shared the following comments from a prepared statement:

The Finance Committee Meeting of the Board of Trustees of Wayne-Westland Community Schools met Thursday, December 7, 2023, beginning at 4:30 pm via Zoom Platform.

The meeting was called to order at 4:30 pm.

Dr. Dignan presented information regarding staffing and transportation.

Mrs. Campbell explained the selling of surplus property.

Mrs. Campbell explained the Investment Report and Check Register.

Dr. Dignan shared upcoming district events.

Board members asked clarifying questions regarding staffing and the budget. It was suggested that this work should have been done in a board workshop and that we should have board workshops moving forward because this is very important work and we need input from the community.

The meeting was adjourned at 5:32 pm.

209.24 REVIEW AND APPROVAL OF BUSINESS SERVICE & FINANCE – Campbell

I. Recommendation for Approval to list Surplus Property for Sale

Resolved, that the board approve Business Service & Finance Item I. as presented. Motion by M. Hines, support by K. May.

B. Gray – just a reminder as this is an option at this time, but may not be an option in the future.

ROLL CALL VOTE

AYES:	7
NAYS:	0
ABSTAIN:	0
ABSENT:	0

MOTION PASSED

210.24 CITIZEN'S COMMENTS: NON-AGENDA ITEMS (GENERAL) – Cox

Jamie Perry – staffing concerns and impact on the students.

Alexis Taylor – staffing concerns.

Chris Nibble – staffing concerns.



Heather Martinez – staffing and budget concerns.

Crystal Faughn – budget, staffing, privatization and transparency concerns.

Amy Connors – staffing and student safety concerns.

Jennifer Crane – staffing concerns.

Unknown – relationship and compensation concerns.

Andrew Ambrus – budget concerns.

Brenda Ozog – staffing concerns.

Jessica West – transparency and staffing concerns.

Becky Hodges – staffing concerns.

Councilwoman Melissa Sampey – be transparent and communicate.

Melinda Harris – pointed out that some things being said are not factual.

Mayor John Rhaesa – encouraged collaboration between Dr. Dignan and the community.

Nicole Grove – staffing, mental health and budgeting concerns.

#### 211.24 SUPERINTENDENT'S REPORT/COMMENTS - Dignan

Dr. Dignan:

- Congratulated Hicks Elementary for being selected by Walled Lake Northern Student Leadership for Gift Donations.
- Encouraged everyone to support the schools during concert season.
- Shared that the district can work collaboratively to do what is best for Wayne-Westland.
- Expect plans for building visits.
- He took note of issues that were brought up tonight.
- The district is going to do what is best for kids.

F. Weaver shared that all pink-slipped employees should continue to report to work until the board of education has presented a plan to the community.

#### 212.24 REVIEW AND RECOMMENDATIONS, BOARD OF EDUCATION – Cox

L. Abney Mitchell:

- Thanked everyone for coming.

- Mentioned that over the last few weeks, she received several emails, text messages, and phone calls.
  - There were a lot of questions that she could not answer.
- She is here to support the students.
- There will be hard decisions, but the board needs all the information first.

M. Neal:

- Thanked everyone for coming.
- He felt it was impossible to vote for layoffs.
- Shared that social media is powerful and can cause great harm.
- The district needs to look at everything.
- A school district's budget is complicated; the board was provided with reports, received an audit, and believed the information that it entailed.

K. May:

- Thanked everyone for coming out and sharing their thoughts, opinions and ideas.
- She had an opportunity to attend pancake breakfast, free fiesta, and holiday bazaar, and the atmosphere was full of joy.
- She understands that in her role, she represents the community. When she asks for information, she is asking for the community.
- It is essential for the district to tell our story, not social media.
- The district now understands the problem and needs to find a solution.
- Happy Holidays.

B. Gray:

- Thanked everyone for coming.
- Shared that the board and administration need to change the process.
- Thanked the superintendent for his presentation.
- Mentioned that the consent agenda is for routine items, and he does not believe that the layoffs are a routine item, so he asked that the item be removed from the consent agenda.

M. Hines:

- Thanked everyone for coming.
- The board heard the community's concerns and understands hardship.
  - She did not feel comfortable with these decisions.
  - The district wants to make sure the students are safe.
- The Walled Lake Northern Student Leadership Gift Donation at Hicks was amazing.
- The district and community need to work together to find a solution.

D. Cox:

- Acknowledged that Dr. Weaver did a good job running the meeting.
- He has no hard feelings about the motion to remove him as president. He mentioned being the longest-serving president.
- He hopes that moving forward, the district and the community can work together to find a solution.
- Shared that the district is not in deficit and the focus is on the future budget.

F. Weaver:

- The board and administration will continue to work together concerning these issues.
- Shared that he will meet with Dr. Dignan in the morning to discuss how we will continue moving forward.
- Pink slips have been rescinded until further notice.
- The district will continue to move forward with the community, the union and the board.

#### 213.24 ADJOURNMENT

Resolved, that the board adjourn the meeting at 10:38 p.m. Motion by D. Cox, support by M. Hines.

#### ROLL CALL VOTE

AYES: 7  
NAYS: 0  
ABSTAIN: 0  
ABSENT: 0

MOTION PASSED

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Melandie Hines  
Board of Education Secretary  
Wayne-Westland Community Schools