

Minutes

214.24 PLEDGE OF ALLEGIANCE TO THE FLAG – Weaver

Frederick Weaver, Th.D., led the Pledge of Allegiance.

Mr. Weaver shared the following comments from a prepared statement:

Before we continue the meeting tonight, let me start by saying that we value public participation and want your voices to be heard. However, we need to balance the importance of public participation with other important objectives, including ensuring all community members a fair and reasonable opportunity to express their views to the board; completing board business effectively, efficiently and in an orderly manner; respecting other important time commitments of board members, district staff and audience members; and, respecting the rights of board trustees, district staff and students and audience members. The district has already established public participation guidelines, which are provided on pages 2 and 3 of your board agenda packets. I want to share a couple of points from the district's guidelines.

- There will be 30 minutes of public participation at the beginning of the meeting, limited to agenda items, and an additional 30 minutes at the end of the meeting, limited to non-agenda items.
- All speakers are asked to complete the citizen's questions and comments form and submit it to the board. When the form is complete, please place it in the red document holder on the stage. This is how the board president or presiding officer will recognize audience members for public participation.
  - Speakers will be asked to identify themselves.
  - Comments are limited to 3 minutes per individual.
  - Delegations who wish to express their views are encouraged to select one speaker to present the delegation's views to the board, comments are limited to 3 minutes.
  - A person cannot delegate their time to another.
- Speakers shall direct their comments to the board and not to district staff or other audience members.
- Speakers should not expect board members to answer questions during public participation.
- Speakers are expected to express themselves responsibly, courteously and with due respect for the fact that their views and opinions may not be shared by all present.
- Speakers may not express complaints against board trustees or district staff unrelated to their offices or jobs.

- The board's president or presiding officer is charged with the responsibility for ensuring that public participation is conducted according to applicable law and policy.

Mr. Weaver shared the following information:

- Board retreats are held within the district and there are no hotels.
- Board members are not district employees and are not paid a salary. Board members do receive a stipend.

#### 215.24 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 clarify a previous motion from the last board meeting in which Ms. LeWanna Abney-Mitchell misspoke and would like the record to reflect that she would like David Cox to be removed as President.

Resolved, that the board approve to remove David Cox. Motion by L. Abney-Mitchell, support by K. May.

K. May clarified that he should be removed for the remainder of this term.

F. Weaver asked for motion to be repeated.

L. Abney-Mitchell – stated that the motion is that Mr. Cox not serve as president for the remainder of 2023.

#### ROLL CALL VOTE

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

#### MOTION PASSED

Motion to nominate Melandie Hines as President.

Resolved, that the board approve Melandie Hines as President. Motion by M. Neal, support by B. Gray.

#### ROLL CALL VOTE

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

#### MOTION FAILED

Motion to nominate Bradley Gray as President.

Resolved, that the board approve Bradley Gray as President. Motion by L. Abney-Mitchell, support by M. Hines.

Neal shared that he recommended M. Hines because she is a vital board member and has completed many MASB classes. He feels Mr. Gray is still new to being a board member and believes he has not had any board member training.

#### ROLL CALL VOTE

|          |   |
|----------|---|
| AYES:    | 4 |
| NAYS:    | 3 |
| ABSTAIN: | 0 |
| ABSENT:  | 0 |

#### MOTION PASSED

Motion to accept resolution for the Board of Education to decrease their stipends until the district's fund balance returns to the recommended 15%.

Resolved, that the board accept the resolution to decrease board member stipends. Motion by M. Neal, support by D. Cox.

M. Neal commented that there is a shared blame for this issue and realizes that the board is supposed to be aware. He stated that he did not feel that other groups should take pay cuts just because he suggested a decrease for the board.

#### ROLL CALL VOTE

|          |   |
|----------|---|
| AYES:    | 7 |
| NAYS:    | 0 |
| ABSTAIN: | 0 |
| ABSENT:  | 0 |

#### MOTION PASSED

L. Abney-Mitchell proposed that the superintendent and administration take a 15% pay reduction. Ms. Hines and Ms. May both supported Ms. Abney's proposal.

Motion that the superintendent and cabinet take a 15% pay reduction.

F. Weaver called the motion out of order.

M. Neal shared that this is not the correct forum to discuss contracts. A guidance motion could possibly suggest that the contract be looked into.

L. Abney-Mitchell suggested going into closed session to negotiate the contract.

M. Neal shared that we cannot just call closed session and have a last minute contract negotiation.

K. May suggested contacting the attorney to see what we can and cannot do.

L. Abney-Mitchell withdrew her motion.

Motion to contact attorney to discuss what the board can and cannot do at this point.

Resolved, that the board accept the resolution to contact an attorney to discuss options. Motion by K. May, support by L. Abney-Mitchell.

M. Hines would like to consult counsel as well.

M. Neal suggested that this take place after the holidays.

#### ROLL CALL VOTE

|          |   |
|----------|---|
| AYES:    | 7 |
| NAYS:    | 0 |
| ABSTAIN: | 0 |
| ABSENT:  | 0 |

#### MOTION PASSED

#### 216.24 CITIZEN'S COMMENTS: AGENDA ITEMS – Gray

Heather Martinez – spoke in support of social workers and family resource staff and questioned audit information and account balances.

Tonya Karpinski. – concerned with the RFP for transportation timeline and layoffs.

Michelle Tackett – staffing suggestions and requested a reconsideration of layoffs.

Cailyn Miller – suggested a forensic audit and requested a reconsideration of layoffs.

Edward Pruiett III – requested a reconsideration of layoffs.

Brianna Roop – addressed social workers and shared statistics about mental health.

Jennifer Owens – budget concerns, accountability and requested a reconsideration of layoffs.

Tov Pauling – suggested that layoffs and privatization are not the solution and that the administration should discuss issues with the unions.

Melissa Sampey – suggested a full review before layoffs are made.

Michelle Sample – suggested looking into a forensic audit and requested a reconsideration of layoffs.

Jonathan Turner – requested a reconsideration of layoffs.

Lori Morellis Smith – requested a reconsideration of layoffs and suggested parent groups to volunteer to review budget.

## 217.24 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

### 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: Backpacks 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

VI. 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]

Resolved, that the board accept the resolution to decrease board member stipends. Motion by D. Cox, support by M. Hines.

## ROLL CALL VOTE

|          |   |
|----------|---|
| AYES:    | 7 |
| NAYS:    | 0 |
| ABSTAIN: | 0 |
| ABSENT:  | 0 |

## MOTION PASSED

### 218.24 REVIEW AND APPROVAL OF HUMAN RESOURCE ITEMS – Ofili

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

Resolved, that the board approve to remove the previously tabled Human Resource Item I. Motion by F. Weaver, support by K. May.

Motion to deny Human Resource Item I.

M. Hines shared that there is no plan or vision, no fund balance and she does not feel comfortable moving forward with layoffs.

M. Neal clarified that because the motion is to deny, a yes vote means that you do not support layoff.

B. Gray clarified that voting yes, is to not approve.

## ROLL CALL VOTE

|          |   |
|----------|---|
| AYES:    | 7 |
| NAYS:    | 0 |
| ABSTAIN: | 0 |
| ABSENT:  | 0 |

## MOTION PASSED

### 219.24 NOMINATION FOR MICHIGAN ASSOCIATION OF SCHOOL BOARDS (MASB) – Gray

- I. Kimberly May

Gray shared the MASB offers classes and education to board members. To have a member of our school boards serving on on the MASB board would great for our community.

M. Neal asked how this came to be on the agenda.

F. Weaver shared that it was at the request of Ms. May.

M. Hines shared that she would like to be nominated.

K. May commented that Ms. Abney-Mitchell sent a recommendation letter to the Administrative Assistant to the Board of Education.

D. Cox shared that he will not be able to support Ms. May at the time. She does have a lot of experience on the board. However, when this budget issue came to light, he contacted each member of the board. Ms. May did not answer or return his call and then she was not present at the next three consecutive meetings.

Resolved, that the board approve the nomination of Kimberly May for the Michigan Association of School Board. Motion by L. Abney-Mitchell, support by M. Hines.

#### ROLL CALL VOTE

|          |   |
|----------|---|
| AYES:    | 4 |
| NAYS:    | 3 |
| ABSTAIN: | 0 |
| ABSENT:  | 0 |

#### MOTION PASSED

Motion to nominate Melandie Hines for the Michigan Association of School Board.

Resolved, that the board approve the nomination of Melandie Hines for the Michigan Association of School Board. Motion by M. Neal, support by D. Cox.

M. Hines shared that she has been on board for nine years. She shared that Ms. May, Ms. Abney-Mitchell and herself are very involved with MASB.

L. Abney-Mitchell supports Ms. Hines.

#### ROLL CALL VOTE

|          |   |
|----------|---|
| AYES:    | 7 |
| NAYS:    | 0 |
| ABSTAIN: | 0 |
| ABSENT:  | 0 |

#### MOTION PASSED



220.24 CITIZEN'S COMMENTS: NON-AGENDA ITEMS (GENERAL) – Weaver

Laura Marco – thanked the board and asked them to let the community in on future actions.

Mariah Fant – remarked on the teacher layoffs.

Bud Summerville – concerns about the budget and process.

221.24 SUPERINTENDENT'S REPORT/COMMENTS – Dignan

- Congratulated Ms. Hines and Ms. May for their nominations.
- Shared that this meeting was scheduled by the board to approve the consent agenda.
- Best wishes for holiday season.

222.24 REVIEW AND RECOMMENDATIONS, BOARD OF EDUCATION – Weaver

L. Abney-Mitchell:

- Happy Holidays.

M. Neal:

- The district is not in a deficit. The state requires that the district maintain a fund between a 5-10%.
- We are not in violation of our bylaws. The problem is that we do not have the number we thought.
  - Not because it was spent, nothing was illegal, there is no money missing.
- The district is at 6.2% fund balance. When looking at the law and it looks like if the district were to fall below 5%, we would form a contract with RESA on how to fix the deficit.

K. May:

- Apologized for the board's dis-organization.
- Thanked Mr. Neal for sharing his findings about the 5%.
- She would like MDE or the ISD to come in to educate them on what would it look like if the district falls below 5%.
- Happy Holidays.

F. Weaver:

- Shared that he is concerned that motions are being discussed without a full board.
- Worried about the cost of litigation that he feels that the district is heading towards.

M. Hines:

- Thanked everyone for attending the meeting.
- Have a great holiday.
- What is happening with the board is embarrassing.
- She is concerned about the students.
- She was not comfortable voting without all of the information.

D. Cox:

- Congratulated Mr. Gray on becoming president.
- The budget issue has been evolving since we learned of the issue.
- The district has survived a similar situation before and must devise a plan.
- He shared his concerns that members know what other board members mean without having a conversation.
- He shared that he received a text from Dr. Weaver informing him that he would be scheduling a meeting for the superintendent's evaluation. The message also shared that currently, there are four votes to relieve the superintendent of his duties.
- The board has stepped out of the public eye and communicated outside the meetings. The other night, one board member made a motion, had the policy language ready, and automatically, 5 other votes appeared out of nowhere.
- We can get through this, but we need to return to adhering to the policies.

B. Gray:

- Thanked the board for the support that he received.
- We are now at the end of December, we need to regroup and come up with a plan with the administration to move forward.
- He does agree that the board does need to get back to policies.
- We need to speak to with legal counsel to find out how to move forward.
- Happy Holidays.

## 223.24 ADJOURNMENT

Resolved, that the board adjourn the meeting at 6:56 p.m. Motion by D. Cox, support by K. May.

ROLL CALL VOTE

|          |   |
|----------|---|
| AYES:    | 7 |
| NAYS:    | 0 |
| ABSTAIN: | 0 |
| ABSENT:  | 0 |

MOTION PASSED

---

Melandie Hines  
Board of Education Secretary  
Wayne-Westland Community Schools