

Minutes

243.25 PLEDGE OF ALLEGIANCE TO THE FLAG – Gray

Alexandria Martin and Josephine Martin
Hamilton Elementary School, Kelley Michels, Principal

244.25 ROLL CALL/ATTENDANCE – Hines

Board Members Present: LeWanna Abney-Mitchell, David R. Cox (left at 8:59 p.m.), Bradley Gray, Melandie Hines, Kimberly R. May, Mark F. Neal, Frederick L. Weaver, Th.D.

245.25 RECOGNITIONS AND PRESENTATIONS – Gray

I. Building Update Hamilton Elementary School – Kelley Michels, Principal

Ms. Michels presented a slide show highlighting Hamilton Elementary School focusing on School Demographics, Attendance, Student Well-Being, Student Achievement and Points of Pride.

Board members were given an opportunity to ask questions and provide comments.

II. Building Update John Glenn High School – Scott Kelly, Principal

Mr. Kelly presented a slide show highlighting John Glenn High School focusing on School Demographics, Attendance, Student Well-Being, Student Achievement and Points of Pride.

Board members were given an opportunity to ask questions and provide comments.

III. Bond Update – Scott Tocco, Assistant Superintendent of Administrative Services

Mr. Underwood (McCarthy & Smith) and Mr. Weinrauch (TMP Architecture) shared a presentation with highlights of the 2018 bond work.

Board members were given an opportunity to ask questions and provide comments.

IV. Phone & Internet Outage Update – Daryl Beebe, Executive Director of Technology & Innovation

Mr. Beebe shared a presentation with information regarding the Phone & Internet outage update.

Board members were given an opportunity to ask questions and provide comments.

V. Marshall Property Update – Scott Tocco, Assistant Superintendent of Administrative Services

Mr. Tocco shared an update regarding offers on the Marshall property.

Board members were given an opportunity to ask questions and provide comments.

246.25 CITIZEN'S COMMENTS: AGENDA ITEMS – Gray

There were no public comments.

247.25 CONSENT AGENDA

I. MINUTES

- a. Regular Board Minutes – November 18, 2024
- b. Closed Session Minutes – November 18, 2024 (under separate cover)
- c. Special Board Minutes – December 5, 2024

II. HUMAN RESOURCE ITEMS

- a. Resignations/Terminations: Administrative, Instructional, Non-Instructional and/or Non-Affiliated Personnel

Brandi Boswell
Joseph Carlson
Suzanne Grunwald
Erica Marcos
Ann Turner
Rodger Ayers
Debra Busuito
Susan Fishaw
Katherine Holdwick
Dawn Kmet
Andito Skinner
Lorene Smith

Barbara Zak-Lew
Alexis Benefield
Elizabeth Boden
Gwendolen Crawford
Naomi Davis
Michael Dest
Steven Else
Zacory Manteuffel
Sarah Tanderys
Timothy Weddle

b. Placements: Administrative, Instructional, Non-Instructional and/or Non-Affiliated Personnel

Joy Dunford
Michael Taylor
William Barlow
Hana Craig
Victoria Creggett
Cornelius Davidson
John Edwards Jr
Linda Evanko
Lynda Favorite
Maureen Grim
Danielle Mackey
Melanie Raisanen
Kareem Smartt
Christopher Wimer
Traci Hardin
Samantha Hubbard
Micaiah Kelley
Han Pettengill

c. Leave of Absence: Administrative, Instructional, Non-Instructional and/or Non-Affiliated Personnel

Shannon Pypa
Ashley Tinney

III. BUSINESS & FINANCE ITEMS

a. Payment of Invoices [under separate cover]

IV. 2025 Board of Education Regular Meeting Schedule

- a. Wayne Memorial High School – Basketball Showcase [under separate cover]
- b. Wayne Memorial High School – Student Council Leadership Conference [under separate cover]
- c. John Glenn High School – Student Council Leadership Conference [under separate cover]

V. 2025 Board of Education Regular Meeting Schedule

Resolved, that the board approve the consent agenda as presented. Motion by F. Weaver, support by M. Hines.

ROLL CALL VOTE

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

MOTION PASSED

248.25 BOARD OF EDUCATION COMMITTEE REPORT – Gray

I. Property Committee Report – Weaver

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

The Wayne-Westland Community Schools Board of Trustees held a Property Committee meeting on Tuesday, December 10, 2024, at 12:00 p.m. Dr. Weaver & Ms. Hines were in attendance.

The Property Committee discussed the structure of the meetings.

The committee discussed the current offers for the Marshall property.

The committee also discussed upcoming meetings and determined the dates would be scheduled on an as needed basis.

Interim Superintendent and Board members shared comments.

The meeting was adjourned at 12:31 p.m.

249.25 REVIEW AND APPROVAL OF BUSINESS SERVICE & FINANCE

I. Recommendation to Purchase Resusci Anne Simulator – Curry

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

ROLL CALL VOTE

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

MOTION PASSED

250.25 REVIEW AND APPROVAL OF HUMAN RESOURCES – Ofili/Tocco

I. John Ross
Wayne Memorial High School Assistant Principal

Alexander Ofili, Ph.D., Assistant Superintendent of Human Resources, read Mr. Ross's professional and educational background.

Resolved, that the board approve Human Resources Item I. as presented. Motion by F. Weaver, support by K. May.

ROLL CALL VOTE

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

MOTION PASSED

251.25 REVIEW OF BOARD OF EDUCATION - Gray

I. Board Officer Position Interest – Gray

The board members expressed interest in the following officer positions:

President: F. Weaver, M. Hines, K. May

Vice President: F. Weaver, L. Abney-Mitchell

Treasurer: No interest expressed at this time

Secretary: No interest expressed at this time

II. Student Achievement Committee – Gray

Mr. Gray shared that he would like to form another standing committee that would be committed to student achievement.

MOTION: The board motioned to create a student achievement committee that will meet monthly, get updates from the superintendent and discuss ways to increase student achievement. Motion by B. Gray, support by M. Hines.

Ms. May appreciates this being lifted; she lifted her concerns with student achievement her first year. This will allow the board to be engaged and learn with the staff and students.

Ms. Abney-Mitchell shared her thanks for the motion and recognized that this is a school and we are here for the students. It is important for the board to know what is going on with the students. She recommends that the committee meetings are held in a workshop setting.

Mr. Cox shared that he is in favor of this issue, this is why we are all here. To have a committee to review what is our responsibility is paramount. He does believe that this should be done with the new board. Student achievement should be our focus but the new board should be deciding how we are going to address this.

Mr. Gray shared that he understands the concerns but feels achievement has taken a back seat for too long and does not want this put off.

Ms. Hines shared that this committee is on point as a large amount of the superintendent evaluation is based on achievement.

ROLL CALL VOTE

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

MOTION PASSED

252.25 CITIZEN'S COMMENTS: NON-AGENDA ITEMS (GENERAL) – Gray

S. Pypa – Read from a prepared statement regarding her position as a Social Studies teacher at Wayne Memorial High School.

J. Owens – Read from a prepared statement addressing the lack of contract for our teachers and acknowledged Ms. Pypa's comments. Shared that the district should not take teachers for granted.

C. Lapinski – expressed her concerns regarding Ms. Pypa's situation and also addressed the HVAC systems in the buildings and how it specifically affects her children.

S. Conn – shared that teachers do not have control of heating or cooling in their rooms. He also shared his concerns regarding Ms. Pypa's position and does not feel that the union should have to use their position for the Human Resource Department to do the right thing. He also expressed his concerns regarding the current negotiation that is taking place. The union has requested to meet privately with the board and have been denied. They do not feel that the teachers are being respected but yet they deserve respect. He shared that this has been the longest time spent in bargaining history yet the district has the highest fund balance in Wayne-Westland history.

S. Patterson – Read from a prepared statement in support of Ms. Pypa.

A. Cyrus – Spoke in support of Ms. Pypa and listed the many contributions she has made to the district.

J. Mills – Read from a prepared statement in support of Ms. Pypa.

253.25 INTERIM SUPERINTENDENT'S REPORT/COMMENTS – Curry

Ms. Curry shared the following from a prepared statement:

- I want to take a moment to thank our staff for your resilience and dedication as we navigated the recent cybersecurity event that impacted our computer systems. While this situation has posed challenges, your commitment to our students, families, and community has been unwavering.
- To Mr. Neal and Mr. Gray, we want to express our heartfelt gratitude for your dedicated service and commitment to our district. Your leadership and unwavering support have made a meaningful difference in the lives of our students, staff, and community. We truly appreciate the time, energy, and passion you have brought to your roles, and we are deeply grateful for your many contributions to the success of our schools. Thank you for all that you do to make a positive impact. Please accept this small gift as a token of our appreciation.

- As we approach the holiday break, I hope everyone finds time to relax and recharge and I wish you all a restful holiday season.

254.25 REVIEW AND RECOMMENDATIONS, BOARD OF EDUCATION – Gray

L. Abney-Mitchell shared the following comments:

- Thanked Mr. Gray and Mr. Neal for their service and what they brought to the board. She shared that it has been an honor to work with both of them and wishes them great success in their next adventure.
- Thanked everyone for coming out and sending the emails in support of Ms. Pypa; the board was not aware of this situation until they received an email. Human Resources makes these decisions not the board. She thanked Ms. Pypa for her services and wished her well.
- Wished everyone a happy holiday.

K. May shared the following comments:

- Thanked the students for leading the pledge this evening.
- She had the great pleasure of attending the art and music evenings hosted by Franklin Middle School.
- Thanked Mr. Gray and Mr. Neal for their service to the board, she learned a lot from Mr. Neal and appreciates him sharing his perspectives. She thanked Mr. Gray for having an interest with the board appointment during a dismal period and for leading and engaging them as a team.
- She had the opportunity to speak with one of the students in the neighboring districts that she works in and wanted to share how excited the student was to attend our Career Technical Center.
- She congratulated Mr. Ross on his new position and shared that it is nice to see the district grow our own.
- She has also received several emails and listened to everyone speak this evening. She thanked everyone for coming and sharing Ms. Pypa's story and the student impact she has had. She thanked Ms. Pypa for what she does. She did not want to comment on what the board does and does not do but wanted to share her empathy with Ms. Pypa. She is happy that we are now in a space where Ms. Pypa does not have to worry and can concentrate on her healing journey.
- She shared that we have heard from two leaders this evening that attendance is a barrier for student achievement. She would like to see another community engagement meeting with the topic surrounding attendance and how important it is to be in school. She would also like shared some of the supports that the school district has in place and what we offer to get the students to school.
- She wished everyone a happy holiday and hopes everyone has an awesome break.

M. Hines shared the following comments:

- Thanked everyone for coming out to the meeting tonight.
- Congratulated Mr. Ross on his new position.
- She took several guests to visit the Career Technical Center. One of the visitors owns a daycare center in Westland and was so impressed with the Sunshine & Rainbows program that she hired students right on the spot.
- She is continuing to work on building partnerships for the district.
- She shared information regarding the Kiwanis and the JGHS Key Club.
- She attended the David Hicks Cub Scout Event which was phenomenal.
- She sits on the Property Committee and excited about moving forward selling properties and hopefully building homes.
- Thanked Ms. Pypa for sharing her experience. Board members are not cruel, they would not serve if they did not care. She shared that board members don't make Human Resource decisions.
- Wished everyone a Happy Christmas.

F. Weaver shared the following comments:

- He shared with Mr. Neal that he will be missed, he appreciates Mr. Neal's long history not only within the district but throughout the community.
- He shared with Mr. Gray that the right man came at the right time into the presidency position. This has maybe been the toughest year to be a board member and he has faced it head on with dignity and grace.
- He visited both John Glenn and Wayne Memorial High Schools and he appreciates the order he saw in both buildings. The teachers and students were on task and doing what they needed to be doing.
- He shared that he stands with Ms. Pypa.
- He shared that he is the chairman of the Policy Committee and brought forth some of the challenges that have caused delays in bring policies forward:
 - A member who is refusing to attend meetings
 - A member who does not do what is assignedHe wants to make sure that this Policy Committee is working the best it can to get the job done. They have recommended changes that will be brought forward when the time is right.
- He shared that he is appalled that today there was another school shooting, this time at a Christian School. He would like to send his condolences to that community. He hopes that in this next bond we will take even more steps to ensure our students are safe and secure in our buildings.

M. Neal shared the following comments:

- He shared his personal experiences with those close to him who have suffered from pancreatic cancer and has witnessed the suffering and anxiety in waiting for the outcome. He is sorry this was compounded by a

potential job loss. The solution is to think differently in the future. He wishes his best to Ms. Pypa and her family.

- On a positive note, he found his time on the board to be a great experience working with and for the staff alongside the Board members.
- He also shared some of his future plans with his family.

B. Gray shared the following comments:

- He urged the Board to look at the policies so no teacher with a long-term medical condition should have to fear losing their job.
- He thanked the staff and community for a full house this evening.
- He thanked the pledge students and the administrators for presenting this evening.
- This is his last meeting; he welcomed and congratulated Mr. Ambrus and Mr. Rochon on their new appointment.
- He thanked his fellow Board members and commended Ms. May on her leading the Finance Committee and the long hours it took this past year. He also thanked Dr. Weaver for being by his side at every decision. Dr. Weaver has played a role on getting us to where we are. His perspective from his years on the board was invaluable.
- He wished Mr. Neal the best in his retirement. He commended him for his years of public service not only on the Board of Education but also as the Fire Chief in Westland and his community service.
- He thanked Ms. Curry for stepping up when she was needed and for her commitment to increased transparency and communication to help build better partnerships while leading the district.
- He mentioned the following in regards to the future of the district:
 - It is clear the district is in better financial shape and he hopes that we are able to come to a generous agreement with the teachers and that it is done soon. The teachers deserve to feel that they are heard and respected by the board and the administration.
 - He implored the board to continue to increase the transparency and continue to ask thoughtful questions before making votes in order to remain fiscally responsible.
 - He would ask the board to take the same energy that was used to shore up the finances and treat student achievement with that same kind of emergency focus. He implored the community to take part in that as well. The stakeholders need to come together and stop point fingers at each other and work together on behalf of our students.
- He shared the following recommendations for his colleagues:
 - Establish the Student Achievement Committee and commit to having those meetings open to the public.
 - Have administration add to all funding requests how each request will impact students; having to put in writing will help keep the focus on where the focus should be.

- Have administration continue to hold Community Forums as it did this last year to bring all stakeholders together to address all issues and requested everyone to attend those meetings.
- Thanked everyone again for allowing him to serve on the board. It has been an honor to serve in a community in which he grew up in.

255.25 ADJOURNMENT

Resolved, that the board adjourn the meeting at 9:36 p.m. Motion by M. Hines, support by M. Neal.

ROLL CALL VOTE

AYES: 6
NAYS: 0
ABSTAIN: 0
ABSENT: 1 (Cox)

MOTION PASSED

Melandie Hines
Board of Education Secretary
Wayne-Westland Community Schools

Minutes

243.25 PLEDGE OF ALLEGIANCE TO THE FLAG – Gray

Alexandria Martin and Josephine Martin
Hamilton Elementary School, Kelley Michels, Principal

244.25 ROLL CALL/ATTENDANCE – Hines

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246.25 CITIZEN'S COMMENTS: AGENDA ITEMS – Gray

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247.25 CONSENT AGENDA

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II. HUMAN RESOURCE ITEMS

- a. Resignations/Terminations: Administrative, Instructional, Non-Instructional and/or Non-Affiliated Personnel

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Erica Marcos
Ann Turner
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Susan Fishaw
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Michael Dest
Steven Else
Zacory Manteuffel
Sarah Tanderys
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b. Placements: Administrative, Instructional, Non-Instructional and/or Non-Affiliated Personnel

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Michael Taylor
William Barlow
Hana Craig
Victoria Creggett
Cornelius Davidson
John Edwards Jr
Linda Evanko
Lynda Favorite
Maureen Grim
Danielle Mackey
Melanie Raisanen
Kareem Smartt
Christopher Wimer
Traci Hardin
Samantha Hubbard
Micaiah Kelley
Han Pettengill

c. Leave of Absence: Administrative, Instructional, Non-Instructional and/or Non-Affiliated Personnel

Shannon Pypa
Ashley Tinney

III. BUSINESS & FINANCE ITEMS

a. Payment of Invoices [under separate cover]

IV. 2025 Board of Education Regular Meeting Schedule

- a. Wayne Memorial High School – Basketball Showcase [under separate cover]
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ROLL CALL VOTE

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NAYS:	0
ABSTAIN:	0
ABSENT:	0

MOTION PASSED

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I. Property Committee Report – Weaver

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

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I. Recommendation to Purchase Resusci Anne Simulator – Curry

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ROLL CALL VOTE

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

MOTION PASSED

250.25 REVIEW AND APPROVAL OF HUMAN RESOURCES – Ofili/Tocco

I. John Ross
Wayne Memorial High School Assistant Principal

Alexander Ofili, Ph.D., Assistant Superintendent of Human Resources, read Mr. Ross's professional and educational background.

Resolved, that the board approve Human Resources Item I. as presented. Motion by F. Weaver, support by K. May.

ROLL CALL VOTE

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

MOTION PASSED

251.25 REVIEW OF BOARD OF EDUCATION - Gray

I. Board Officer Position Interest – Gray

The board members expressed interest in the following officer positions:

President: F. Weaver, M. Hines, K. May

Vice President: F. Weaver, L. Abney-Mitchell

Treasurer: No interest expressed at this time

Secretary: No interest expressed at this time

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ROLL CALL VOTE

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

MOTION PASSED

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J. Owens – Read from a prepared statement addressing the lack of contract for our teachers and acknowledged Ms. Pypa's comments. Shared that the district should not take teachers for granted.

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A. Cyrus – Spoke in support of Ms. Pypa and listed the many contributions she has made to the district.

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253.25 INTERIM SUPERINTENDENT'S REPORT/COMMENTS – Curry

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- As we approach the holiday break, I hope everyone finds time to relax and recharge and I wish you all a restful holiday season.

254.25 REVIEW AND RECOMMENDATIONS, BOARD OF EDUCATION – Gray

L. Abney-Mitchell shared the following comments:

- Thanked Mr. Gray and Mr. Neal for their service and what they brought to the board. She shared that it has been an honor to work with both of them and wishes them great success in their next adventure.
- Thanked everyone for coming out and sending the emails in support of Ms. Pypa; the board was not aware of this situation until they received an email. Human Resources makes these decisions not the board. She thanked Ms. Pypa for her services and wished her well.
- Wished everyone a happy holiday.

K. May shared the following comments:

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- She had the great pleasure of attending the art and music evenings hosted by Franklin Middle School.
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- He shared with Mr. Gray that the right man came at the right time into the presidency position. This has maybe been the toughest year to be a board member and he has faced it head on with dignity and grace.
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- He wished Mr. Neal the best in his retirement. He commended him for his years of public service not only on the Board of Education but also as the Fire Chief in Westland and his community service.
- He thanked Ms. Curry for stepping up when she was needed and for her commitment to increased transparency and communication to help build better partnerships while leading the district.
- He mentioned the following in regards to the future of the district:
 - It is clear the district is in better financial shape and he hopes that we are able to come to a generous agreement with the teachers and that it is done soon. The teachers deserve to feel that they are heard and respected by the board and the administration.
 - He implored the board to continue to increase the transparency and continue to ask thoughtful questions before making votes in order to remain fiscally responsible.
 - He would ask the board to take the same energy that was used to shore up the finances and treat student achievement with that same kind of emergency focus. He implored the community to take part in that as well. The stakeholders need to come together and stop point fingers at each other and work together on behalf of our students.
- He shared the following recommendations for his colleagues:
 - Establish the Student Achievement Committee and commit to having those meetings open to the public.
 - Have administration add to all funding requests how each request will impact students; having to put in writing will help keep the focus on where the focus should be.

- Have administration continue to hold Community Forums as it did this last year to bring all stakeholders together to address all issues and requested everyone to attend those meetings.
- Thanked everyone again for allowing him to serve on the board. It has been an honor to serve in a community in which he grew up in.

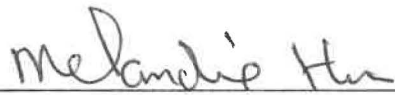
255.25 ADJOURNMENT

Resolved, that the board adjourn the meeting at 9:36 p.m. Motion by M. Hines, support by M. Neal.

ROLL CALL VOTE

AYES: 6
NAYS: 0
ABSTAIN: 0
ABSENT: 1 (Cox)

MOTION PASSED



Melandie Hines
Board of Education Secretary
Wayne-Westland Community Schools