



**Minutes of a Work Session Meeting, August 12, 2021**  
**Novi Community School District**  
**Board of Education**

A Work Session Meeting of the Board of Trustees of Novi Community School District was held on Thursday, August 12, 2021, beginning at 7:02 PM.

Present: Dr. Ruskin (remotely), Mr. Smith, Mr. Mena, Mrs. Roney, Mrs. Hood and Mr. Cook  
(by Roll Call)

Absent: Mrs. Murphy

PLEDGE OF ALLEGIANCE

Members of the audience joined with the Board in the Pledge of Allegiance.

ACTION ITEMS

Personnel Report

Gary Kinzer, Assistant Superintendent of Human Resources, presents for your consideration the following personnel changes:

**A. New Hires**

<u>Name</u>	<u>Bldg.</u>	<u>Assignment</u>	<u>Reason</u>	<u>Rate</u>	<u>Effective</u>
Black, Jillian	MS	Special Ed Teacher	New Hire	BA	08-30-21
Malinowski, Emily	ECEC	Speech-Language Path.	New Hire	MA+30	08-30-21
Hackbardt, Kelli	Adult Ed	Math Teacher	New Hire	Hourly	08-16-21
Holtschneider, Donna	ECEC	Preschool Teacher	New Hire	Hourly	08-30-21
Phillips, Kathleen	Adult Ed	ESL Teacher	Rehire	Hourly	08-16-21

**B. Retirements and Resignations**

<u>Name</u>	<u>Bldg.</u>	<u>Assignment</u>	<u>Reason</u>	<u>Effective</u>
Carty, Claire	DF	2 <sup>nd</sup> Grade Teacher	Resigned	08-10-21
Littleton, Gabrielle	VO	2 <sup>nd</sup> Grade Teacher	Resigned	08-10-21
McDonald, Martin	MS	Special Ed Teacher	Resigned	08-02-21
DeAlmeida, Michelle	Adult Ed	Math Teacher	Resigned	08-09-21
Kelp, William	St. Matthew	Shared Time-P.E. Teacher	Resigned	08-04-21
Kendall, Susanne	St. Matthew	Shared Time-P.E. Teacher	Resigned	08-04-21
Razor, Thomas	Adult Ed	ESL Teacher	Resigned	06-29-21
LaLonde, Lucas	HS/MS	Auditorium Supervisor	Resigned	08-05-21
Morgan, Alice	TRAN	Bus Driver	Retired	06-30-21

**C. Leaves of Absence**

<u>Name</u>	<u>Bldg.</u>	<u>Assignment</u>	<u>Reason</u>	<u>Effective</u>
Ferrari, Emily	MS	Special Ed Teacher	LOA #1-Personal	2021-2022 School Year

It was moved by Mr. Cook and supported by Mrs. Roney that the Novi Board of Education adopts the personnel report recommendations as presented.

Ayes: 6 Dr. Ruskin (remotely), Mr. Smith, Mr. Mena, Mrs. Hood, Mr. Cook, and Mrs. Roney  
(by Roll Call)

Nays: 0

**MOTION CARRIED**

## INFORMATION AND DISCUSSION

### 2021-22 Board Meeting Schedule

On January 7, 2021, at the Board's Organizational Meeting, the Board approved the 2021 meeting schedule. A tentative 2021-22 Board of Education Meeting schedule is presented tonight for review and discussion for District planning and facilities scheduling purposes.

These meetings will be held at the Educational Services Building, located at 25345 Taft Road, Novi Michigan 48374. The tentative schedule includes proposed dates for the Board Workshops.

### District Improvement Plan

Dr. RJ Webber, Assistant Superintendent, presented a draft of the Michigan Integrated Continuous Improvement Process (MICIP), formerly the District Improvement Plan (DIP) to the Board this evening. He explained the goals, strategies, communication methods, family engagement, and the implementation process.

The MICIP is a pathway for districts to improve student outcomes by assessing whole child needs to develop plans and coordinate funding.

### Report Cards, Grading, and Reporting

Dr. RJ Webber, Assistant Superintendent, along with Mr. Robert Baker, Mr. Andrew Comb, Mrs. Katy Dinkelman, Ms. Stephanie Boersma, and Mrs. Darby Hoppenstedt lead a discussion on report cards, grading, and reporting with the Board.

They discussed assessing and grading using:

- the percentage scale, 0-100% versus the five (5) point scale;
- the POWER rubric;
- points-based classroom reporting;
- Universal Design for Learning;
- Target Based Learning; and
- assessment retaking.

## COMMENTS FROM THE AUDIENCE

There were four (4) comments from the audience regarding DEI support and hiring. There was also a comment regarding mask mandates and one on education plans.

## ADJOURNMENT

It was moved by Mr. Cook and supported by Mrs. Hood that the Novi Board of Education Regular Board meeting be adjourned

Ayes: 6 Dr. Ruskin (remotely), Mr. Smith, Mr. Mena, Mrs. Hood, Mr. Cook, and Mrs. Roney  
(by Roll Call)

Nays: 0

### **MOTION CARRIED**

The meeting adjourned at 9:46 p.m. The next regular meeting of the Board is scheduled for August 25, 2021 at 5:30 p.m., at the Educational Services Building.

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Willy Mena, Secretary

An online recording of this meeting is available on YouTube and on the District Website: [novi.k12.mi.us](https://novi.k12.mi.us)