



**Minutes of a Regular Meeting, August 25, 2021
Novi Community School District
Board of Education**

A Regular Meeting of the Board of Trustees of Novi Community School District was held on Thursday, August 25, 2021, beginning at 5:30 PM.

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

Absent:

PLEDGE OF ALLEGIANCE

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

APPROVAL OF THE AGENDA

It was moved by Mrs. Murphy and supported by Mrs. Hood that the Novi Board of Education approve the agenda as amended, eliminating the closed session.

Ayes: 7 Dr. Ruskin (remotely), Mr. Smith, Mr. Mena, Mrs. Murphy, Mrs. Hood, Mr. Cook,
and Mrs. Roney (by Roll Call)

Nays: 0

MOTION CARRIED

COMMENTS FROM THE AUDIENCE RELATED TO AGENDA ITEMS

There were sixteen comments from the audience regarding the return to school and mask mandate/policy.

CONSENT AGENDA ITEMS

Items included in the Consent Items are those which have previously been considered by the Board in committee or at a prior meeting, or of such a routine nature, that discussion is not required. Board members may request that any items be removed from Consent Items for further discussion, if additional information is needed or available.

CONSENT ITEMS

A. Approval of Minutes

- a. Regular Meeting Minutes of August 5, 2021
- b. Closed Session Meeting Minutes of August 5, 2021
- c. Work Session Meeting Minutes of August 12, 2021

It was moved by Mr. Mena and supported by Mrs. Hood that the Novi Board of Education approves the consent item(s) as presented.

Ayes: 7 Dr. Ruskin (remotely), Mr. Smith, Mr. Mena, Mrs. Murphy, Mrs. Hood, Mr. Cook,
and Mrs. Roney (by Roll Call)

Nays: 0

MOTION CARRIED

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>
Baker, Stephanie	HS	French Teacher	New Hire	BA+15	08-30-21
Benjamin, Andrea	MS	Special Ed Teacher	New Hire	MA	08-30-21
Crowley, Sarah	VO	Academic Interventionist	New Hire	MA	08-30-21
Goldberg, Erin	NM	Social Worker	New Hire	MA+30	08-30-21
Hilbers, Sarah	OH	Academic Interventionist	New Hire	MA	08-30-21
Kable, Emily	NM	6 th Grade Teacher	New Hire	BA	08-30-21
Kurtz, Ashley	OH	4 th Grade Teacher	New Hire	BA	08-30-21
Leiberman, Brooke	MS	Art Teacher	New Hire	MA	08-30-21
McKinnon, Kimberly	HS	Social Studies Teacher	New Hire	MA+15	08-30-21
Mrozek, Kristen	HS	ELA Teacher	New Hire	MA	08-30-21
Muscio, Lauryn	NM	6 th Grade Teacher	New Hire	BA	08-30-21
Rathbun, Danielle	VS	5/6 ELA/Math Teacher	New Hire	BA	09-07-21
Sweeney, Sabrina	PV	Music Teacher	New Hire	BA+15	08-30-21
Therrian, Brad	NATC	Special Ed Teacher	New Hire	BA+15	08-30-21
Tomlinson, Carly	DF	1 st Grade Teacher	New Hire	BA	08-30-21
Truitt, Amanda	NM	5 th Grade Teacher	New Hire	MA	08-30-21
Zardus, Ashley	HS	Dance Teacher	New Hire	BA	08-30-21
Devogelaere, Scott	Career Prep	ELA Teacher	New Hire	Hourly	08-31-21
Traficant, Mark	Career Prep	Math Teacher	New Hire	Hourly	08-31-21
Evasic, Chelsea	ECEC	Community Ed Asst.	New Hire	Level B	09-13-21

B. Retirements and Resignations

<u>Name</u>	<u>Bldg.</u>	<u>Assignment</u>	<u>Reason</u>	<u>Effective</u>
Bazini, Emily	NW	Academic Interventionist	Resigned	08-15-21
Gray, Allison	NM	6 th Grade Teacher	Resigned	08-17-21
Massey, Kassia	OH	4 th Grade Teacher	Resigned	08-17-21
Zelinski, Michael	HS	Counselor	Resigned	08-09-21

C. Leaves of Absence

<u>Name</u>	<u>Bldg.</u>	<u>Assignment</u>	<u>Reason</u>	<u>Effective</u>
Janke, Shirley	ECEC	Special Ed Para	LOA #2-Personal	2021-2022 School Year
Zebrowski, Lana	NM	6 th Grade Teacher	LOA #1-Personal	2021-2022 School Year

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

Ayes: 7 Dr. Ruskin (remotely), Mr. Smith, Mr. Mena, Mrs. Murphy, Mrs. Hood, Mr. Cook,
and Mrs. Roney (by Roll Call)

Nays: 0

MOTION CARRIED

Bid Package #5B – Novi Meadows

On August 5 and August 19, 2021 at 1:00 PM, sealed bids were received and publicly opened. In attendance were representatives from the Novi Community School District, Plante Moran

Cresa, TMP Architecture, Inc., McCarthy Smith, Inc. and interested bidders. Based upon the project teams' review of the proposals and bidders, we are recommending the following for contract awards:

Bid Division 101: Sitework

Mr. Daniel Cortis

Cortis Brothers

Base Bid	\$ 2,796,750
PLM Bond (Merchants Bonding Company)	<u>\$ 28,250</u>
TOTAL	\$ 2,825,000

Bid Division 106: Masonry

Mr. Jonathan J Snyder

J&J Construction Company

Base Bid	\$ 2,185,489
Additional vapor barrier	\$ 345,500
Spray Foam-Metal Panels	\$ 159,000
Gym Wall demolition and replacement	\$ 30,000
Masonry knee wall	\$ 10,500
Staining of existing brick	\$ 15,500
PLM Bond (North American Specialty Insurance Company)	<u>\$ 24,586</u>
TOTAL	\$ 2,770,572

Bid Division 107: Steel

Mr. Michael Kirby

Kirby Steel, Inc.

Base Bid	\$ 5,890,000
PLM Bond (Merchants Bonding Company)	<u>\$ 60,000</u>
TOTAL	\$ 5,950,000

Bid Division 108: General Trades/Carpentry

Mr. Grady Graham

Graham Construction

Base Bid	\$ 2,797,030
PLM Bond (Merchants Bonding Company)	<u>\$ 27,970</u>
TOTAL	\$ 2,825,000

Bid Division 114: Aluminum Entrances/Storefront/Glass/Glazing

Mr. Ken Vanbuskirk

*Daniels Glass Inc.

Base Bid	\$ 1,943,818
VA #1: Use 9/16" colored Lami in lieu of 1' GL-6 DEDUCT	\$ (63,917)
VA#2: Low Voltage Door Hardware Install by Others DEDUCT	\$ (41,000)
PLM Bond (Merchants Bonding Company)	<u>\$ 38,875</u>
TOTAL	\$ 1,877,776

*3rd Low bidder. Envision Glass & Door (low bid) respectfully requested to have their bid withdrawn from consideration. Daniels Glass provided voluntary alternates at bid time that were accepted and made them the new low.

Bid Division 115: Metal Studs/GPDW/EIFS

Mr. Brad Kimmel

Commercial Contracting Corporation

Base Bid	\$ 4,235,097
VA #1: Alternate Metal Studs	DEDUCT \$ (80,000)
Baffle Allowance	ADD \$ 100,000

PLM Bond (Traveler's Surety)	\$ 31,903
	TOTAL \$ 4,287,000

**2nd Low bidder. Commercial Contracting Company provided voluntary alternates at bid timethat was accepted and made them the new low bidder*

Bid Division 140: Plumbing
 Mr. Zachary Martin
 Professional Thermal Systems

Base Bid	\$ 1,855,000
PLM Bond (Merchants Bonding Company)	\$ 20,000
	TOTAL \$ 1,875,000

Bid Division 142: HVAC
 Mr. Zachary Martin
 Professional Thermal Systems

Base Bid	\$ 4,242,000
PLM Bond (Merchants Bonding Company)	\$ 40,000
	TOTAL \$ 4,282,000

Bid Division 143: Electrical
 Mr. Jim O'Donnell
 O'Donnell Electric

Base Bid	\$ 6,275,410
2022 Escalation Allowance	ADD \$ 100,000
LED Baffle Fixtures	ADD \$ 50,000
PLM Bond (Nielson, Wojtowicz, NEY & Associates)	\$ 70,000
	TOTAL \$ 6,495,410

AWARD RECOMMENDATION AMOUNT: \$33,187,758.00

It was moved by Mrs. Murphy and supported by Mr. Mena that the Novi Community School District Board of Education award the bids as recommended above for a total recommendation amount of \$33,187,758.00.

Ayes: 7 Dr. Ruskin (remotely), Mr. Smith, Mr. Mena, Mrs. Murphy, Mrs. Hood, Mr. Cook,
 and Mrs. Roney (by Roll Call)

Nays: 0 **MOTION CARRIED**

NEA Wage Re-Opener

After meeting several times this summer with the Novi Education Association (NEA), a tentative agreement was reached on the wage reopener. The NEA has approved the agreement. It comes before the Board for approval this evening. The agreement would go into effect on the September 10th pay for teachers.

It was moved by Mrs. Hood and supported by Mrs. Murphy that the Novi Community School District Board of Education approve the NEA wage re-opener as presented.

Ayes: 7 Dr. Ruskin (remotely), Mr. Smith, Mr. Mena, Mrs. Murphy, Mrs. Hood, Mr. Cook,
 and Mrs. Roney (by Roll Call)

Nays: 0 **MOTION CARRIED**

2021-2022 Return to School Plans

On August 24, the Oakland County Health Division issued a mask mandate for schools. The statement reads, in part,

NOW, THEREFORE, IT IS HEREBY ORDERED that all Educational Institutions and all Persons in Educational Settings must adhere to the following rules:

- a. The Educational Institutions shall ensure that people in pre-kindergarten through grade twelve consistently and properly wear a facial covering while inside any enclosed building or structure of the institution.
- b. The Educational Institutions shall ensure that all persons, regardless of vaccination status, providing service to any persons in pre-kindergarten through grade twelve properly and consistently wear a facial covering while inside any enclosed building or structure of the institution.

Here in Novi all of our buildings up through and including our Novi Adult Transition Center and adult ESL and adult education will follow this health department mandate. This is an indoor mandate. Outside activities are not required or mandated to wear masks. But we will of course work to ensure that our students interact as safely as possible outdoors as well.

In addition to abiding by this Oakland County Health Division mask mandate, I would make the following recommendations to the Board of Education for our fall 2021 return to school. I would ask the Board of Education to approve these recommendations:

1. As mandated by the Oakland County Health Division, require masks indoors in all our Novi Community School District buildings up through and including the Novi Adult Transition students and our adult ESL and adult and alternative education programs.
2. Promote vaccination for all staff.
3. Promote vaccination for students who are eligible.
4. Provide hand sanitizer and disinfectant wipes in schools.
5. Emphasize handwashing/hand sanitizing.
6. Emphasize cleaning and disinfecting, especially of high touch points during the day.
7. Quarantine only students and staff who test positive for COVID and monitor others.
8. Create social distance when possible.
9. Decrease close interactions in classrooms by, for example, having desks face one direction.
10. Ensure students disinfect hands with hand sanitizer before and after using common classrooms equipment.
11. Emphasize that if students or staff are sick, they should stay home.
12. Increase fresh air ventilation within classroom spaces.
13. No guests in the buildings.
14. No school assemblies that cannot create appropriate social distance.
15. Masks will be required on buses per the mandate of the CDC.

It was moved by Mrs. Murphy and supported by Mrs. Hood that the Novi Community School District Board of Education approve the return to school recommendations presented above.

Ayes: 7 Dr. Ruskin (remotely), Mr. Smith, Mr. Mena, Mrs. Murphy, Mrs. Hood, Mr. Cook,
and Mrs. Roney (by Roll Call)

Nays: 0

MOTION CARRIED

INFORMATION AND DISCUSSION

COMMENTS FOR THE AUDIENCE

There were four comments from the audience regarding the return to school and mask mandate/policy.

SUPERINTENDENT REPORT

There was no superintendent report this evening.

ADMINISTRATIVE REPORTS

Greg McIntyre, Assistant Superintendent of Business and Operations, reported that the Capital Projects is about to conclude. He stated that the financial audit is still ongoing and next week he will be meeting with our financial asset management company and we will get started on this series number two.

Dr. Gary Kinzer, Assistant Superintendent of Human Resources, expressed his gratitude to Mr. McIntyre and our NEA representative, Grat Dalton, Heather Burnside, Kim Osmond, and Matt Burry. He stated that our bargaining is a key part of the relationship that we continue to grow between the District and our teachers. Dr. Kinzer said that this has been the case since he has been here and it is very collaborative collegial and that we really live in a good place.

Dr. RJ Webber, Assistant Superintendent for Academic Services, expressed his gratitude for an outstanding effort provided and led by Danielle Birdyshaw and Alison Bradley, two teachers who led a four-week experience at Parkview Elementary for students. He stated that they provided additional support for many days and it was a pleasure to see our students. Dr. Webber said their parents deeply appreciate it.

Dr. Webber reported that you are going to hear a message for him again and again that last year was not a lost year. He stated that they met with representatives from iReady, which is our K-6 benchmark assessments and asked them how many district would like to see data that he was sharing with the Board tonight. Dr. Webber said, all of them. He mentioned that we will continue to delivering for each child in this community with the joy of knowing that we are going to have full classrooms, schools and playgrounds.

BOARD COMMUNICATION

Mrs. Murphy, Board Trustee, reported that she heard that we added a third soccer team. She stated that we did have two JV teams because we had so many students and it was a great solution. Mrs. Murphy said that they start their season tomorrow night at home.

Mr. Cook, Board Vice-President, reported that he attended the middle school registration today. He stated that things went very orderly and there was no waiting in lines for anything. Mr. Cook said that Mr. Baker has somewhat of a desk, even though it is a piece of scaffolding. He mentioned that hopefully we will be ready on time with the construction.

Mr. Smith, Board Trustee, reported that that he dropped off a student at the high school for registration at 8:05 and there was a big line out the front door. He stated that it was not that long of a wait and everybody got in pretty quickly. Mr. Smith said that the tables were all staffed and it was very efficient; everybody got what they needed. He complimented those that ran the registration. Mr. Smith mentioned that it was a testament to the leadership we have in the buildings and the fact that they have a plan.

Mr. Smith reported that it is sad when he gets a email directed towards him versus the entire Board. He stated that he was not at liberty to respond and feels bad because he is not responding and then he will see another email that say the emailer has not heard from anybody. Mr. Smith said that we need an auto reply that says we got their email.

Mrs. Roney, Board Trustee, said that she just wanted to talk about respect and tolerance. She reported that we all have different opinions and hopes that we, as parents, teacher, administrators, and Board members respect each other’s opinions, whether we believe in them or not. Mrs. Roney stated that we are all coming from a place that we are passionate about, but we have to respect each other, whether we think it is right or wrong. She said look up respect and tolerance; we all need to do it better.

CLOSED SESSION

ADJOURNMENT

It was moved by Mr. Mena and supported by Mr. Smith that the Novi Board of Education Regular Board meeting be adjourned

Ayes: 7 Dr. Ruskin (remotely), Mr. Smith, Mr. Mena, Mrs. Murphy, Mrs. Hood, Mr. Cook,
and Mrs. Roney (by Roll Call)

Nays: 0

MOTION CARRIED

The meeting adjourned at 7:34 p.m. The next regular meeting of the Board is scheduled for September 1, 2021 at 8:30 a.m., at the Educational Services Building.

Willy Mena, Secretary

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