



**Minutes of a Regular Meeting, April 21, 2022  
Novi Community School District  
Board of Education**

---

A Regular Meeting of the Board of Trustees of Novi Community School District was held on Thursday, April 21, 2022, beginning at 7:00 PM.

Present: Dr. Ruskin, Mr. Mena, Mr. Cook, Mr. Smith, Mrs. Roney, Mrs. Murphy, and Mrs. Hood

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 Mr. Smith and supported by Mr. Cook that the Board amend the agenda to include a discussion on engaging Dr. Webber for superintendent in Novi.

Ayes: 7 Dr. Ruskin, Mr. Smith, Mrs. Murphy, Mr. Mena, Mr. Cook, Mrs. Roney, and Mrs. Hood

Nays:

**MOTION CARRIED**

AWARDS/RECOGNITIONS/PRESENTATIONS

Support Person of the Year

The Novi Community School District Support Person of the Year program recognizes our support staff who have achieved the highest standards of excellence in our district. The support staff are nominated by their peers with recommendations by administration, and many times parents and students. In March, one of our finest support staff was recognized for her dedication to the students of the Novi Community School District. This evening we present the administrator who will introduce the 2022 Novi Support Person of the Year to the Board for recognition.

Ms. Cindy Valentine, Director of Transportation, presents:

Novi's 2022 Support Person of the Year – Ms. Karen Dennett

Tribute to Principal Carter

State Representative, Kelly Breen, would like to recognize and congratulate Principal Nicole Carter on the occasion of her being named the 2022 State of Michigan Principal of the Year.

STATE REPRESENTATIVE UPDATE REPORT

School Safety Task Force Update

State Representative Kelly Breen would like present an update to the Board this evening, on the bipartisan School Safety Task Force.

COMMENTS FROM THE AUDIENCE

There were 11 comments from the audience. Seven (7) were regarding the next superintendent and the process. Three (3) were regarding mental health. One (1) was regarding Board transparency.

CONSENT AGENDA

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 April 7, 2022
  - b. Regular Meeting Minutes of April 14, 2022
  - c. Closed Session Meeting Minutes of April 14, 2022
  
- B. Approval of Bills
  - a. Board Report
  - b. Check Register for March 2022
  - c. Purchase Card Report for February

It was moved by Mrs. Roney and supported by Mr. Mena that the Novi Community Schools Board of Education approve the Consent Item(s) as presented.

Ayes: 7 Dr. Ruskin, Mr. Mena, Mr. Cook, Mr. Smith, Mrs. Roney, Mrs. Murphy, and Mrs. Hood

Nays: 0

**MOTION CARRIED**

ACTION ITEMS

Superintendent Search Discussion

With the resignation of the Superintendent, the district is in need of conducting a search for the next Superintendent. Based upon Dr. Matthews' knowledge of Superintendent searches in Michigan, a recommendation is brought to the board this evening.

It was moved by Mr. Cook and supported by Mr. Mena that the Novi Community School District Board of Education contract with the Michigan Leadership Institute (MLI) to conduct a search for the district's next Superintendent and finalize a timeline similar to the draft proposal.

Ayes: 5 Dr. Ruskin, Mr. Mena, Mr. Cook, Mrs. Roney, and Mrs. Murphy

Nays: 2 Mr. Smith and Mrs. Hood

**by Roll Call Vote**

**MOTION CARRIED**

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>
-------------	--------------	-------------------	---------------	-------------	------------------

**B. Retirements and Resignations**

<u>Name</u>	<u>Bldg.</u>	<u>Assignment</u>	<u>Reason</u>	<u>Effective</u>
-------------	--------------	-------------------	---------------	------------------

Matthews, Steven	ESB	Superintendent	Resigned	06-30-22
Hokett, Patricia	Adult Ed	SS Teacher	Retired	06-15-22
Stotler, Timothy	HS	Special Ed Para	Retired	06-10-22

Wheatley, Marla                      Trans.                      Trans. Assistant                      Resigned                      04-18-22

**C. Leaves of Absence**

<u>Name</u>	<u>Bldg.</u>	<u>Assignment</u>	<u>Reason</u>	<u>Effective</u>
Stefanou-Tjiachris, Kristina	HS	Math Teacher	LOA #1-Child Care	2022-2023 School Year

It was moved by Mr. Mena and supported by Mrs. Roney that the Novi Community Schools Board of Education approve the personnel report as presented.

Ayes: 6    Dr. Ruskin, Mr. Mena, Mr. Cook, Mr. Smith, Mrs. Roney, and Mrs. Murphy

Nays: 1    Mrs. Hood

**MOTION CARRIED**

Panasonic Automotive Systems Company of America Donation

The following gifts are presented for Board acceptance:

- Donation of \$10,000 to sponsor the Frog Force FIRST Robotics team 503 at the Novi High School. Donated by Panasonic Automotive Systems Company of America.

It was moved by Mr. Cook and supported by Mr. Smith that the Novi Community Schools Board of Education accept the donation(s) as presented, with appreciation and thanks.

Ayes: 7    Dr. Ruskin, Mr. Mena, Mr. Cook, Mr. Smith, Mrs. Roney, Mrs. Hood, and Mrs. Murphy

Nays: 0

**MOTION CARRIED**

Policy Updates and Revisions

The Governance and Policy Committee met on March 14, 2022 to review a sub-policy for Policy 2002, Learning and Achievement. This recommendation comes from Miller Johnson, the District’s policy provider. The sub-policy adds new language to the end of policy 2002, as stated below.

***Child find***

*The School District will attempt to identify and locate every student residing in the School District who may be a student with a disability under the Individuals with Disabilities in Education Act and/or Section 504 of the Rehabilitation Act of 1973, regardless of whether they are currently receiving a public education.*

*The School District may seek to notify parents of its child find obligations by advertising, posting notices in places likely to be visited by qualified students with disabilities and their parents, by including notices in School District publications – including its web site – and by directly contacting parents of students the School District believes may be eligible.*

*The School District will also ensure that the information in its notices is written in a manner that would reasonably be easily understandable to a parent. The notices will contain the name and contact information for the School District’s Section 504 Coordinator and [Director of Special Education], as follows:*

**Section 504 Coordinator:**  
*[Darby Hoppenstedt]*

**[Director of Special Education]:**  
*[Shailee Patel]*

[248-449-1418]  
[darby.hoppenstedt@novik12.org]

[248-449-1413]  
[shailee.patel@novik12.org]

It was moved by Mrs. Murphy and supported by Mrs. Roney that the Novi Community School District Board of Education approve the addition to policy 2002 as presented above.

Ayes: 7 Dr. Ruskin, Mr. Mena, Mr. Cook, Mr. Smith, Mrs. Roney, Mrs. Hood, and Mrs. Murphy

Nays: 0

**MOTION CARRIED**

EnviroClean Contract

Enviro-Clean is a family-owned business headquartered in Holland, Michigan and has been in business since 1975. Enviro-Clean employs over 1,400 cleaning staff and clean over 35,000,000 square feet of commercial facilities daily.

Enviro-clean started partnering with the District to clean our facilities in the summer of 2013. They currently clean 1.55 million square feet of office/building space. The scope of service was increased with the addition of the ROAR Center, additional spaces as a result of the renovation, and Novi Meadows once it is completed.

Enviro-Clean's performance has improved and they have responded to labor issues by increasing their starting wage to \$15.00 an hour. Their current three-year contract expires on June 30, 2022. The Business Office has been working to finalize a contract extension to retain the services of Enviro-clean, while also developing a strategy to address and improve performance.

The District will continue to contribute towards their health care and be responsible for consumables.

The Business Office recommends renewing the Enviro-Clean contract for the 2022-2023 school year after negotiating acceptable financial terms.

It was moved by Mr. Mena and supported by Mr. Cook that the Novi Community School District Board of Education approves the contract extension to Enviro-Clean as presented.

Ayes: 7 Dr. Ruskin, Mr. Mena, Mr. Cook, Mr. Smith, Mrs. Roney, Mrs. Hood, and Mrs. Murphy

Nays: 0

**MOTION CARRIED**

2019 Bond Purchase Agreement Resolution

On January 20, 2022, the Board authorized the sale of the 2022 School Building and Site Bonds, Series II. The purpose of this Bond Authorizing Resolution was to aggregate the principal sum of not more than Fifty-Five Million Dollars (\$55,000,000) for the purpose of funding a portion of the Bond Project. The Bonds shall be designated 2022 School Building and Site Bonds, Series II.

The bond refunding team is comprised of the following:

Senior Bond Underwriter - Stifel Nicolaus & Company  
Financial Advisor – PFM Financial Advisors LLC  
Bond Counsel - Thrun Law Firm

The Bond Purchase Agreement Resolution is presented to the Board tonight for consideration and adoption.

It was moved by Mrs. Murphy and supported by Mr. Smith that the Novi Community School District Board of Education, in the best interest of the Novi Community School District, adopt the attached Bond Purchase Agreement Resolution to purchase the Bonds in the amount not to exceed \$55,000,000.

Ayes: 7 Dr. Ruskin, Mr. Mena, Mr. Cook, Mr. Smith, Mrs. Roney, Mrs. Hood, and Mrs. Murphy

Nays: 0

**MOTION CARRIED**

2019 Bond Issue Resolution

On January 20, 2022, the Board authorized the issuance of the 2022 Refunding Bonds. The purpose of that Bond Authorizing Resolution was to aggregate the principal amount of not to exceed Thirty Million Dollars (\$30,000,000), as finally determined upon sale thereof, for the purpose of refunding all or a portion of the Issuer’s outstanding 2014 School Building and Site Bonds, Series I, dated June 19, 2014.

The bond refunding team is comprised of the following:

- Bond Underwriter - Stifel Nicolaus & Company
- Financial Advisor – PFM Financial Advisors LLC
- Bond Counsel - Thrun Law Firm

The ratifying resolution is presented to the Board tonight for consideration and adoption.

It was moved by Mrs. Hood and supported by Mr. Cook that the Novi Community School District Board of Education, in the best interest of the Novi Community School District, adopt the attached ratifying resolution to purchase the Bonds in the amount of \$27,182,309.

Ayes: 7 Dr. Ruskin, Mr. Mena, Mr. Cook, Mr. Smith, Mrs. Roney, Mrs. Hood, and Mrs. Murphy

Nays: 0

**MOTION CARRIED**

Village Oaks Playground Equipment

The Project Team, consisting of the NCSD administration, PMC, TMP, and McCarthy Smith, is recommending the purchase of playground equipment for Village Oaks Elementary to replace the current, aging equipment. The team interviewed and selected a vendor via the consortium purchases to ensure that the equipment is consistent from a manufacturing and warranty perspective.

In February 2022, the team conducted interviews with two (2) playground vendors, BCI Burke and Penchura-landscape structures. Penchura-Landscape Structures was selected as the District’s vendor and has successfully worked on other District projects.

The following consortium proposal (Sourcewell) for Village Oaks comes to you tonight for Board approval.

It was moved by Mrs. Hood and supported by Mrs. Murphy that the Novi Community School District Board of Education approves the proposal and awards the contract to Penchura in the amount of \$204,677.68.

Ayes: 7 Dr. Ruskin, Mr. Mena, Mr. Cook, Mr. Smith, Mrs. Roney, Mrs. Hood, and Mrs. Murphy

Nays: 0

**MOTION CARRIED**

### INFORMATION AND DISCUSSION

#### Office of Academics

Dr. Steve Matthews, Superintendent of Schools, Board members, and other members of cabinet participated in a healthy and robust discussion on replacing the Assistant Superintendent for Academic Services and adding one (1) if not two (2) curriculum directors to the Office of Academics.

Dr. Steve Matthews, Superintendent of Schools, reported that this topic comes to the Board for a little direction and some consensus on how to proceed. He stated that with the pending departure of Dr. Webber, the Assistant Superintendent of Academics, there will be a need of new leadership. Dr. Matthews said that he needed to state publicly that Dr. Webber has continually sacrificed within his department to support other programs and personnel needs, in our District. He mentioned that has been very much appreciated over 11 years that they had worked together.

Dr. Matthews reported that he admits that Dr. Webber sometimes brings that to his attention on a frequent basis, but he that is because he advocates for kids and he so appreciates that. He stated that the Office of Academics was able to be successful, in no small measure, due to the talent of Dr. Webber, but with his departure the office needs to be staffed more appropriately. Dr. Matthews said the question really is how would the Board like to proceed with this, given his June 30<sup>th</sup> resignation. He mentioned that he is presenting four (4) kind of options for the Board.

Dr. Matthews asked the Board if they could give him a sense on how they would like to proceed, then he could follow up with phone calls to each Board member and get a sense of how to proceed. He reported that the District would post and hire the Assistant Superintendent for Academics before he leaves in June. Dr. Matthews stated that this would provide the new superintendent with a high quality assistant superintendent who would be in place to plan our back-to-school professional development and assist in the onboarding of new staff and ensure that building administrators have a person to consult with before the start of school.

Dr. Matthews said additionally, at least one (1) if not two (2) curriculum directors are needed to adequately staff the office. He mentioned that we could run the process so that either one (1) or both of these positions would be in place before July 1, as well to support the office and the new superintendent.

Dr. Matthews reported that the obvious downside to this plan is that the new superintendent does not have a hand in choosing his or her new staff. He stated that the District could post, but with the understanding that the new superintendent would be part of the process. Dr. Matthews said that this option gives the new superintendent a voice in picking his or her staff. He mentioned that the District could post now, run the process over the summer so that the new superintendent would be able to participate in picking that person.

Dr. Matthews reported that obviously this delay is getting people in place and it would require

some additional kind of focus to try to figure out how we support our back to school preparation. He stated that a third option would be to put interim internal staff in place to support the new superintendent, so an interim assistant superintendent and interim curriculum director, but with the understanding that the positions would be posted and permanent decisions would be made after the new superintendent is in place. Dr. Matthews said that this ensures that there would be bodies and administrative staff and people ready to assist in the planning over the summer for the start of school, which comes by and large the first part of August. He mentioned that teachers come back that last week of August and new teaching staff come back in the middle of August.

Dr. Matthews reported that we do need some people in place to help kind of manage all of that and make good preparation. He stated that if we go the interim route, it would give the new superintendent a running start because there would be people in place, but ultimately that would also give the new superintendent a voice in picking who would be the new assistant superintendent and what the staffing levels would be in the office of academics. Dr. Matthews said the third, we could delegate beginning of school preparation to our building administrators. He mentioned this is at one (1) point appealing, but also in some terms, the least likely option because our building administrators are very busy when they come back in August and to put this on them for additional responsibilities, is a bit concerning. Dr. Matthews said, but it obviously is an option.

Dr. Matthews reported that the downside is a delay in picking that permanent staff, but does give the new superintendent the opportunity to identify who she or he would like for that new staff to be and also how she or he would like that office to be staffed in general. He stated that it would rely on our current building leaders to prepare for the new year with the help of current, existing staff, Darby Hoppenstedt, Shailee Patel, and Jeff Dinkelman. Dr. Matthews said they are the three (3) that remain that have been instrumental in planning those back to school activities in August and helping staff get ready for the new year.

Dr. Matthews mentioned, so we really have four (4) options. One (1) is to post and hire now before I leave in June. The second option is to post, but with the understanding that the process would bleed over into the summer and probably into the Fall. The third option would be to put interim internal people into place to help get ready for the school year. He stated giving the new superintendent people to help get the new school year started, but recognizing that those interim people would not be permanent people. Then, the fourth option would be to delegate some of the beginning of school preparation to our current building level administrators.

Dr. Matthews said if he could get a sense, from the Board, how you would like him to proceed. He mentioned that he understands that officially he became a lame duck tonight and does not want to presume that he has the blessing of the Board to do as he would for the day-to-day running of the District because he obviously will not be here after June 30<sup>th</sup>. Dr. Matthews reported that he wanted to come to the Board with these four (4) ideas and if there are other, he is more than willing to hear them, but these are the four (4) ideas that he sees how to move forward. He stated that he just needs some direction from this Board as to how they would like to proceed.

Dr. Webber reported that to provide a little additional context, there is one other person in this room who has been serving this community longer than I have, so I have some knowledge of what this office entails. He stated that when he came in 2010, we were 40<sup>th</sup> in the State of Michigan. Dr. Webber said we know where we have ended up and the reason that happened is because of people

who have put their shoulder into doing big, serious, heavy, and often unnoticed work. He mentioned what we have heard time and time again is a need for our community, who desire continuity, consistency, and the ability to build trust in the office that I came into in August of 2010. He stated, not disrespect, but none of you were here except Bobbie.

Dr. Webber reported that the office he came into was left dormant for six (6) months before he came in and had 27 Title I violations that needed to be fixed. He stated that his assistant was Sheila Holly. Dr. Webber said that it was just Sheila and me, and Sheila was a .8 at that time because she also was helping out in Community Ed. He mentioned that from a Board's perspective on these pieces and the things that we do to support our students, our teachers, and our administrators, this particular position is the core of our District, in the sense that we are about teaching and learning. Dr. Webber said that it would be like Ford Motor Company saying we will get around to dealing with the engineering part some time; our old cars are fine.

Dr. Webber reported that he was hired by an outgoing cabinet, an outgoing superintendent, an outgoing business manager, and an outgoing HR person. He stated that his philosophy is, he thinks that Dr. Matthews is going to a job where he did not hire any one of his assistants. Dr. Webber said that he is going to a job where he did not hire any of his assistants, perhaps, because he has not resigned yet. He mentioned that if the arbiter of making a decision, to give control to a new person coming in, he would humbly say that he is in existence, proof, that is really not a reason to leave an office dormant and to saddle our principals with the obligation to do everything that they need to do well beyond a couple of days in the beginning of August.

Dr. Webber reported that our teachers, our principals, and our kids deserve to have an office that is predictable on their part and that has some vestige of a continuation of the work that we have done. He stated that Dr. Matthews and he will be leaving. Dr. Webber said that our teachers, our principals, and our kids deserve to have consistency in that space. He mentioned that what Dr. Matthews said about the fact of staffing size because the work that our team does in everything they do, he wishes you could see it and really knew the sacrifices that this team has made to help our kids in ways that are profound.

Dr. Webber reported that he was at the Interschool Council today and received an awesome card from a PTO parent. He stated that another PTO parent said that in the pandemic, what he had put together from an aspect of multi-tiered systems of support and from getting additional help for her daughter, saved her. Dr. Webber said he would like you (the Board) to think about that when you are thinking about leaving a position dormant and when you think about power and control and what you want to give somebody who is new. He mentioned that he would like the Board to think about our kids, right now.

Dr. Webber reported that we spoke wonderfully and that is what we should all be about in every way and every fashion. He stated that as a historian, he figured the Board would appreciate the perspective, but being someone who has been here, save one person longer than any of you, he believes that he might have a little bit of an idea how this works.

Mrs. Murphy, Board Trustee, reported that how she is feeling right now is that obviously this vision that we have suggested, the strategic planning and everything that we have done as a community, as a whole, that is the staff that you have already been a part of. She stated that it is the stuff that we



are on a great trajectory right now. Mrs. Murphy said what that trajectory is, what has been done, having Dr. Matthews be the person that looks to hire that and staff that position gives the superintendent the opportunity to hit the ground running. She mentioned that without that additional piece, even though he thinks he is the lame duck, he has earned our trust and she trusts that he has built enough here. Mrs. Murphy stated that he has been invested here and she knows he will do what is right for our kids and she is comfortable moving forward.

Mr. Smith, Board Trustee, reported that this is a really important decision. He stated that the hour is late and some of us have not eaten yet and it seems like a really important decision to come to tonight. Mr. Smith said let us take a break, but after hearing RJ, he is prepared to follow his advice, which would be to post the positions and fill them.

Dr. Ruskin, Board President, reported that even before listening to RJ, and that solidified it, but before even coming in here this evening, when the Board had been sent that this position would need to be filled, this is your job and you know the District well. She stated that she would support him in filling that position, so that piece of the puzzle is solid. Dr. Ruskin said that he and his team know what needs to happen moving forward into the Fall and she would want him to do that.

Mrs. Hood, Board Treasurer, reported that she is just a pylon and that she does not trust anyone here more than she trusts Mrs. Murphy's judgement. She stated that she agrees and assumes that we have worthy internal candidates, internal to this District who know what we do here and she would absolutely support that.

Mr. Cook, Board Vice-President, reported that he is posing his in the form of a question because he is curious as to what Dr. Matthews' line of thoughts are there. He stated that it has been explained very well tonight and he agrees that to leave this position open longer than necessary, would be foolish. Mr. Cook said in Dr. Matthews' explanation he did list a couple of people that he knows are qualified, but he really thinks that by filling the assistant superintendent position he is posting for, it creates a sense of.

Mr. Mena, Board Secretary, stated he was just trying to figure it out, going through the store that you gave us. He asked, can you just explain what it would look like here? Mr. Mena mentioned that you have a consensus, yes, but what would it look like if you went ahead and posted the position for the assistant superintendent and filled the two (2) director positions as interim or vice versa? He said that he was trying to get a sense for what the upside and downside is of either scenarios, which he does not think is one that was offered as part of the floor.

Dr. Matthews responded that he believes having a permanent assistant superintendent for academics would continue the forward momentum. He stated that he believes there is still room for discussion about what the office specifically looks like and it might be best for one option and that would be to get some interim people in there to move it forward, but recognizing that it may be, with a commitment from the District, to make sure that those are permanent positions as we move into 2023.

Dr. Matthews said that it may be that the timing does not work out. He mentioned that it would be difficult to post all three positions at once and fill them permanently. Dr. Matthews reported that he does think filling the assistant superintendent for academics permanently is a good first step and

once that is done, we could have a discussion with that person and look at what would be good options and it might be the best option to have some interim positions for those curriculum directors, although, as Mrs. Hood mentioned, we do have some really solid internal people that could step into those positions and do them very well on a permanent basis. He stated that as Dr. Webber and Dr. Kinzer and I talk this through, the first one is to get the assistant superintendent for academics in place and then the rest will open up and we will see what would be best and we would come back to the Board with a more nuanced plan at that point.

Mr. Mena asked, would this be something you would post at this point?

Dr. Matthews responded that we would post immediately. He stated that if we have a consensus on tonight, Dr. Kinzer can get that posted out tomorrow and we were thinking through May 13<sup>th</sup>. Dr. Matthews said that would be three (3) full weeks. He mentioned that we know people and can send it out to people in the District that we would be interested in targeting as well. Dr. Matthews reported that we could do one of our HumanEx District Leader Surveys and interview those people to get a sense of what their leadership is.

Dr. Matthews stated that on the fourth and fifth week, we could do a panel interview and then they could come to him for a final interview. Dr. Matthews said that we thinking by early June, that first Board meeting in June we could probably get an assistant superintendent in place by June 9<sup>th</sup>.

Mr. Mena said that he is supportive of filling three (3) positions. He stated that the two (2) director positions are new positions and he is supportive of having those two (2) new positions, but his question is the timing around necessity for or filling those permanently, at this point. Mr. Mena asked do you hire the assistant superintendent and give them the opportunity to fill those two (2) positions? He reported that they are supportive of those two (2) positions, it is just the timing that you allow that person.

Dr. Matthews responded that once that assistant superintendent is approved by the Board, hopefully on June 9<sup>th</sup>, then we post those directly and whose would probably take place after he is gone, over the summer. He reported that they potentially could be in place by the beginning of August because the District could clearly interview during July and get those done. Dr. Matthews stated that they would come on board and they would really need to hit the ground running. He said that we have people in place, currently, that will do some of the preliminary planning for that back to school push that we do in August, but those two (2) new directors we could get in place on a permanent basis, probably by the first part of August as we move forward.

Mr. Mena asked, timing wise, does that work out okay?

Dr. Matthews responded, yes. He said, is it ideal? It may not be ideal, but he thinks it is very doable.

Dr. Webber stated that having done it for a number of years, he could say that on the IMPACT piece of it, that is something that our team actually begins planning now and that is something that we actually have in the can before somebody would come in. He said so that is good on their part, on a plug-and-play standpoint. He mentioned that he will continue to live three (3) miles from here

and his commitment to his own son and every other kid in this District is not going to waver no matter where he is, so if that person needs his help, of course he is going to give it to him because that is what it is all about.

Mrs. Roney stated that before Dr. Webber had said anything, she felt that it was imperative that Steve would hire this person because he knows the direction we want to go in. She said the other two (2) directors, if that person has somebody that is of we have interviewed some people that we think would fit and we do not want to let them get away, then she would be all for that.

#### SUPERINTENDENT REPORT

There was no Superintendent Report this evening.

#### ADMINISTRATIVE REPORTS

Mr. McIntyre, Assistant Superintendent of Business and Operations, reported that the May Consensus Revenue Estimating Conference will be Friday, May 20, 2022 at 9:00 AM. He stated that can be viewed at home on television. Mr. McIntyre said that hopefully we will have more information on the upcoming budget and that he will be watching closely.

Dr. Kinzer, Assistant Superintendent of Human Resources, reported that our final Mentee Monday of the year is this coming Monday, the 25<sup>th</sup>. He stated that it will be a virtual session, although he had a conversation with our coordinators and they are motivated to return to in-person professional development next year. Dr. Kinzer said that the topic is the transition from tier one (1) to tier two (2) for our mentees. He mentioned that we have tiered system much like our multi-tiered systems of support for students.

Dr. Kinzer reported that their first year in the District, the District provides a tier one (1) mentor/mentee experience for our new teachers. He stated that it includes the Mentee Monday sessions with one-to-one support and then in two (2) or three (3) years, they move to tier two (2), which is more of a PLC (Personal Learning Curriculum) concept. Dr. Kinzer said that we have some very successful tier two (2) mentors joining us and they talk about what happens during that tier two (2) metric experience. He mentioned that it is all about instruction, direct support for instruction in the classroom, whereas that first year is more focused on the things that a new teacher needs to know to be successful.

Dr. Kinzer expressed his gratitude to Rhonda Hoffman who has been our elementary mentor coordinator for the last three (3) or four (4) years now. He reported that she is retiring at the end of this school year and is currently teaching in our virtual school. Dr. Kinzer stated that she has done an exceptional job with our new elementary teachers. He said that we will be posting a new metric coordinator position soon.

Dr. Kinzer offered his best wishes to Agnes Arbuckle who has served as a high level project manager, for McCarthy Smith. He mentioned that her last day with McCarthy Smith is tomorrow and she has accepted a new position with another company. Dr. Kinzer thanked Agnes for her years of service and wished her the best in her further pursuits. He stated that McCarthy Smith has done a really good job with succession planning and they have excellent people ready to step up and we are already working with those people. Dr. Kinzer said that our bond projects are going very well.

Dr. RJ Webber, Assistant Superintendent for Academic Services, stated that each Board member has a magazine in front of them, EdTech, and asked them to please open to page 32. He reported that in this

article it highlights something that occurred through synergy and the magic of believing in possibility. Dr. Webber said that Jason Smith, the executive Director of the NEF, had called him a number of months ago and said he had just gotten a contact from Representative Breen. He mentioned that she had an opportunity, in the next budget piece.

Dr. Webber reported that we already have a proven track record with our greenhouses, in our partnership with Bosch. He stated the Ms. Breen went ahead and wrote in this, the notion of not only enhancing our greenhouses, but, from a K-6 standpoint, what we do in a STEM piece. Dr. Webber said that it is pretty amazing to be recognized in a national STEM magazine. He mentioned that there is a community member here who actually worked with another district, one of the highest achieving districts in the country, in California.

Dr. Webber reported that the second part of the vision was going toward the middle school, bringing them together, and melding everything that we have done with STEM from our curiosity Kits in K-4, Micro Bits in fifth grade, and Comau Robotics in sixth grade. He stated that working with Jason Smith and Punita Dani Thurman, who are part of the NEF, has really jumped in here to make sure that we are marching along. Dr. Webber thanked Kathy Hood for being part of the group on the NEF and the representative in the Board. He said that Erica Sowders and Alex Erskine, two (2) teachers that they sat with for 30 minutes and the ideas just kept coming. Dr. Webber mentioned that it is a thing of beauty and Geoge Sipple for finding a way to showcase this work and the amazing aspects of who we are, as a community.

Dr. Webber reported imagine kids actually making birdhouses from 3D printers and being able to see what is going on during the day and by night being able to see that, yes, we have coyotes and deer here. He stated and amongst all that, this shows that you can bring together technology and all the other aspects that make our District and our kids incredible. Dr. Webber said one of the things that he really appreciated about Ms. Breen is that she made a point to talk about, in her presentation, how that was a bipartisan piece that got together. He mentioned that our kids are what is important in these situation.

Dr. Webber reported that if you are a Cricket fan, tomorrow night, at South Lyon High School, one of our incubator students is doing a Cricket with a Cause. He stated that our student is doing this to raise money for the Self-Employed Women's Association (SEWA). Dr. Webber said that is an organization in India, working for women around Social Justice, Equality, and Sexual Assault Awareness. He mentioned that all proceeds from tomorrow night will be donated to SEWA and it is from 5:00 to 8:00 tomorrow night, at Novi High School.

Dr. Webber reported that Sarah Lephart had come up and strongly advocated for our Novi Mental Health Alliance. He stated that Lisa Demar will be speaking on May 3 and the podcast is Ask Lisa. Dr. Webber said that if you are a parent and a podcast person, it will help you.

Dr. Webber stated that he would just like everyone to know how deeply grateful he is to so many people in this community right now. He stated that when the time is right, he will adequately be able to represent himself, his story, and his gratitude to so many people in a community that he lives in, that he raises his son in, and that he loves. Dr. Webber said that it is so hard to sit through these meetings dispassionately and to not want to acknowledge people who have the courage to speak their truth in whatever meetings they are in, whatever side it is, he does appreciate that more than they will ever know, so thank you. He mentioned that he needs all of us to know how much he appreciates you looking out for our kids in this community and advocating for them.

## BOARD COMMUNICATION

Mr. Cook, Board Vice-President, reported that at the middle school, you do not have to wait until night to see the coyotes. He stated they were out there twice in the last two (2) weeks, approaching the road, during student drop-off. Mr. Cook said they were awesome, nice, healthy coyotes hopefully.

Mr. Cook stated, that as a fellow huskie, it is going to be sad to see Agnes go.

Mrs. Hood, Board Treasurer, said to Dr. Webber, we will have more dialogue, but the little narrative that he just shared illustrates the spark that he has brought to so many things in this District and she loves it, thank you.

Mrs. Hood reported that Mrs. Murphy said to her years ago about when she was on the Board to hire Dr. Matthews, that some other Board member from another District said, oh you got a real gem. She stated that she was talking to somebody in Northville the other day and said the same thing to them, you are getting a real gem.

Mrs. Hood said that she was over at the IB Visual Arts Exhibition, in the auditorium, at the high school yesterday. She mentioned that it is open from 6:30 to 7:00 pm, over the next few days during the musical and through the 24<sup>th</sup>. Mrs. Hood reported that our Novi kids are so but what comes out of the art and there are all kinds of mediums. She stated that our kids are thoughtful, creative, and imaginative and when you read their statements associated with each piece of art; they talk about what has inspired them, a friend, nature, news, history, and then you see how it has come through from their artwork. Mrs. Hood said that it is really amazing. She suggested that if you have 20 minutes, stop by the high school and see it.

Mrs. Hood reported the No Go Green Gala is this weekend, the 22<sup>nd</sup> through the 24<sup>th</sup>. She stated that there are a couple of ways to participate, by donation and by bidding on items from local businesses that they have donated. Mrs. Hood said there are also baskets that were put together by individuals and families with really cool and interesting things that you or your kids might like. She mentioned that this is done online: [novieducationalfoundation.org](http://novieducationalfoundation.org) and there will be a link to the auction site.

Mrs. Hood reported that the high school play, Cinderella, is tomorrow night and Saturday, at 7:00 PM.

Mrs. Roney, Board Trustee, requested that the Board move the Board member reports and the administrative reports to the top of the agenda, before the Consent Items, because this is out of advertisement to the people and at 10:00 PM we do not have a lot of people.

Mrs. Murphy, Board Trustee, thanked Sarah Lephart for being here tonight and letting everyone know about the speaker on May 3<sup>rd</sup>, at 7:00 PM. She reported that you can register on the Novi Public Library's website. She reported that you can attend at the middle school or online from your home.

Mrs. Murphy stated that she loved that you can do the Green Gala from the privacy of your home as well. She said that she has already previewed items and marked a few, but she will not tell us which ones because we might try to outbid her. Mrs. Murphy mentioned that she was glad it ran for three (3) days and she does not have to stay up until midnight.

Dr. Ruskin, Board president, reported there is some miscommunication out there and in all transparency, she would like to make a statement. She stated that:

*The Novi Community School District Board of Education (the "Board" or the "District") recently became aware of a complaint made by a District student regarding an interaction with a board member.*

*The Board's responsibility is to investigate this complaint and take the appropriate action. As Board President, I have been working with the Board's legal counsel as the third-party investigator gathers information and makes recommendations to resolve this situation.*

*District administrators have taken the appropriate steps needed to ensure the safety of the students at this time. Unfortunately, I am unable to share specifics at this time as this is attorney-client privileged information.*

Dr. Ruskin said she hopes this answers some questions or at least gives some transparency.

**ADJOURNMENT**

It was moved by Mrs. Murphy and supported by Mrs. Roney that the Novi Board of Education Regular Board meeting be adjourned.

Ayes: 7 Dr. Ruskin, Mr. Mena, Mr. Cook, Mr. Smith, Mrs. Roney, Mrs. Murphy, and Mrs. Hood

Nays: 0

**MOTION CARRIED**

The meeting adjourned at 10:00 p.m. The next regular meeting of the Board is scheduled for May 5, 2022 at 7:00 p.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://novi.k12.mi.us)