

OLD REDFORD ACADEMY

22122 W. Mc Nichols Street

Detroit, MI 48219

Telephone: (313) 653-3888

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**REGULAR MEETING
OLD REDFORD ACADEMY BOARD OF DIRECTORS**

DATE: 1/24/2023

TIME: 6:00 ☒ p.m. / ☐ a.m.

LOCATION: OLD REDFORD ACADEMY
22122 W. McNichols Street
Detroit, MI 48219

Approved

MINUTES

MEETING TYPE: ☒ REGULAR ☐ SPECIAL ☐ PROPOSED ☒ APPROVED

I. CALL TO ORDER

PRESIDENT CECELIA MULLENS called the meeting to order at 6:08 ☒ P.M. / ☐ A.M. on Tuesday, January 24, 2023.

II. ROLL CALL

Mrs. Cecelia Mullens, President, Board of Directors	<input checked="" type="checkbox"/> Present	<input type="checkbox"/> Absent
Mr. Jason Jefferson, Vice-President, Board of Directors	<input checked="" type="checkbox"/> Present	<input type="checkbox"/> Absent
Dr. Regina Banks-Hall, Secretary, Board of Directors	<input checked="" type="checkbox"/> Present	<input type="checkbox"/> Absent
Mr. Andrew Tyus, Treasurer, Board of Directors	<input checked="" type="checkbox"/> Present	<input type="checkbox"/> Absent

ADMINISTRATION (all or a portion of the meeting)

Mrs. LaRonda Moore, Superintendent, ORA

OTHERS PRESENT (all or a portion of the meeting)

Ms. Dani Montini, Midwest Management
Mr. Ralph Cunningham, Midwest Management
Ms. Alma Hollins, Board Liaison, Provision
Mrs. Rachel Horne, Board Liaison, Provision
Mr. Jonathan Trout, CMU

The Proposed Agenda was Distributed.

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III. PUBLIC COMMENT *(on agenda items only)*
None.

IV. APPROVAL OF JANUARY 24, 2023 AGENDA

MOTION: VICE PRESIDENT JASON JEFFERSON MADE A MOTION TO APPROVE THE JANUARY 24, 2023 AGENDA.

[x] AS PRESENTED

[] WITH CHANGES/ADDITIONS

SUPPORT: SECRETARY REGINA BANKS-HALL SECONDED.

MOTION CARRIED UNANIMOUSLY.

V. APPROVAL OF NOVEMBER 22, 2022 MEETING MINUTES

MOTION: TREASURER ANDREW TYUS MADE A MOTION TO APPROVE THE NOVEMBER 22, 2022 MEETING MINUTES.

[x] AS PRESENTED

[] WITH CHANGES/ADDITIONS

SUPPORT: VICE PRESIDENT JASON JEFFERSON SECONDED.

MOTION CARRIED UNANIMOUSLY.

VI. APPROVAL OF NOVEMBER 22, 2022 CLOSED SESSION MEETING MINUTES

MOTION: SECRETARY REGINA BANKS-HALL MADE A MOTION TO APPROVE THE NOVEMBER 22, 2022 CLOSED SESSION MEETING MINUTES.

[x] AS PRESENTED

[] WITH CHANGES/ADDITIONS

SUPPORT: TREASURER ANDREW TYUS SECONDED.

MOTION CARRIED UNANIMOUSLY.

VII. BOARD COMMITTEE REPORTS

- a. Finance Committee– Treasurer Tyus
- b. Governance/Policy – Vice President Jefferson
- c. Strategic Planning – President Mullens
 - i. Community Committee

SCHOOL COMMITTEE REPORTS

- a. Academic – Mr. Hancock
- b. HR – Ms. Kemp

Finance Committee

Treasurer Tyus shared his excitement about the building marquee. He also advised that information regarding the amended budget will be coming in the next month or two.

Governance/Policy Committee

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Vice President Jefferson met with Dr. Melhado and Superintendent Moore to discuss policy updates and the campus visitor policy. Mrs. Moore shared that the laws have changed regarding students who are on the sex offenders list. These students now have rights that the Academy must abide by. As such, adjustments will be made to ensure compliance. President Mullens asked if there is a due date for these adjustments to be in place. Vice President Jefferson shared that the adjustments are already completed via the meeting with Dr. Melhado.

Strategic Planning Committee

President Mullens shared that she wants a strategic plan that can be executed, report out what is shown on the dashboard and speak to the KPI's that were discussed. The next steps are to ensure that the Superintendent's report includes the strategic plan measurements.

- i. Community Committee – President Mullens advised that some work has been done but nothing to report as of today. More information will be shared during the month of February. It is her desire for the Academy to be a hub for families and businesses that are in the area. Superintendent Moore shared that partnerships have been secured with CNS Healthcare, and Detroit Community Health Connection.

Academic Committee

Mr. Hancock provided highlights on the Academy's overall value, per the MI School Index. He shared that Comprehensive Support Improvements are needed for the Academy's high school. He also shared that improvements are needed in the areas of staffing, attendance, and academic proficiency, which can be accomplished with more classroom visits, and academic intervention and monitoring. Treasurer Tyus asked how these areas overlay with the priority schools. Mr. Hancock advised that the information comes straight from MDE.

HR Committee

Ms. Kemp shared that 4 positions, Finance Assistant, Pre-K Support, Edgenuity Teacher, and Spanish I have been filled. Two staff members have resigned since November, 2022, due to personal reasons. Currently, there are vacancies for HS English 10-12th, HS Biology, HS Earth Science, Spanish II, and Academic Interventionist.

VIII. OLD BUSINESS

None.

IX. NEW BUSINESS

a. For Board Approval

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i. Board Re-Nomination

MOTION: VICE PRESIDENT JASON JEFFERSON MADE A MOTION TO APPROVE THE BOARD RE-NOMINATION OF TREASURER TYUS.

SUPPORT: SECRETARY REGINA BANKS-HALL SECONDED.

MOTION CARRIED UNANIMOUSLY

ii. Fall 2022 Board Policy Updates

Vice President Jefferson reiterated that the Board Policy Updates were completed with the assistance of Dr. Melhado.

MOTION: TREASURER ANDREW TYUS MADE A MOTION TO APPROVE THE FALL 2022 BOARD POLICY UPDATES.

SUPPORT: SECRETARY REGINA BANKS-HALL SECONDED.

MOTION CARRIED UNANIMOUSLY.

iii. Basketball Tournament Trip (Benton Harbor Overnight)

Superintendent Moore advised that the boys' basketball team is doing very well. Mr. Tilton shared that the tournament is picking up the cost for the hotel and transportation. Only the team will be traveling to the tournament; no cheerleaders will be attending. The tournament will take place on Saturday, February 11, 2023 at 4 pm. President Mullens asked about safety precautions. Mr. Tillman advised that 14 boys will be attending, and 5 staff members will be chaperoning. The Head Coach has the overall responsibility of obtaining parent signatures.

MOTION: VICE PRESIDENT JASON JEFFERSON MADE A MOTION TO APPROVE THE OVERNIGHT BASKETBALL TOURNAMENT TRIP(TO BENTON HARBOR.

SUPPORT: SECRETARY REGINA BANKS-HALL SECONDED.

MOTION CARRIED UNANIMOUSLY.

iv. Images and Ideas 3-Month Renewal

President Mullens asked Superintendent Moore to expound on this request. Superintendent Moore shared that a timeline of priority tasks has been created. Meetings with this vendor occur 3 times a week (via phone or Zoom). President Mullens asked what's been implemented as a result of these meetings. Superintendent Moore advised of the changes in the Academy's automated system. Instead of robocalls, phone calls to parents are

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made by an actual person. In addition, there are actual conversations with parents versus replying via email, and a partnership has been bridged between the Academy and DPD by connecting with the Commander of the 8th Precinct. President Mullens advised that month-to-month would be better to ensure that what the vendor is doing is successful. Vice President Jefferson asked Superintendent Moore what items she is looking to do first. She advised that Images and Ideas has played a major part in the Academy's re-branding by helping them to connect with businesses in the community. She further advised that she wants to ensure that leadership meetings are aligned with the strategic plan.

MOTION: VICE PRESIDENT JASON JEFFERSON MADE A MOTION TO APPROVE THE IMAGES AND IDEALS CONTRACT ON A MONTH-TO-MONTH RENEWAL.

**SUPPORT: SECRETARY REGINA BANKS-HALL SECONDED.
MOTION CARRIED UNANIMOUSLY.**

v. Dr. Edwina Patterson – Leadership Coaching

Superintendent Moore discussed the importance of leadership having individualized coaching that is not evaluative, and that the Principal's know that the Academy is invested in them.

MOTION: TREASURER ANDREW TYUS MADE A MOTION TO TABLE THE DR. EDWINA PATTERSON-LEADERSHIP COACHING CONTRACT.

**SUPPORT: VICE PRESIDENT JASON JEFFERSON SECONDED.
MOTION DID NOT PASS.**

vi. Septembra Williams – Leadership Coaching

Superintendent Moore advised that Ms. Williams would be the coach for all 3 of the buildings. Coaching would be provided in-person weekly or bi-weekly. President Mullens advised that more information is needed regarding fees, cost of all coaching.

MOTION: VICE PRESIDENT JASON JEFFERSON MADE A MOTION TO TABLE THE SEPTEMBRA WILLIAMS-LEADERSHIP COACHING CONTRACT.

**SUPPORT: SECRETARY REGINA BANKS-HALL SECONDED.
MOTION DID NOT PASS.**

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vii. Bankhead Dance Company MOU

Superintendent Moore shared that this will be a middle school after-school dance program. Secretary Banks-Hall asked if the attorney had reviewed the contract. Superintendent Moore advised that he has. Treasurer Tyus asked if this is the first year for this program. Superintendent Moore replied 'yes'. President Mullens asked if other companies were looked at. Superintendent Moore replied 'no'.

MOTION: SECRETARY REGINA BANKS-HALL MADE A MOTION TO APPROVE THE BANKHEAD DANCE COMPANY MOU PENDING THE INCLUSION OF THE ATTORNEY REQUESTED CHANGES.

**SUPPORT: VICE PRESIDENT JASON JEFFERSON SECONDED.
MOTION CARRIED UNANIMOUSLY.**

viii. Lincoln Behavioral Services MOU

Superintendent Moore shared that this vendor specifically provides mental health services free of charge and that this is pending attorney requested changes. President Mullens asked about the frequency of services. Superintendent Moore shared that each building leader will meet with them to determine that.

MOTION: TREASURER ANDREW TYUS MADE A MOTION TO APPROVE THE LINCOLN BEHAVIORAL SERVICES MOU PENDING THE INCLUSION OF THE ATTORNEY REQUESTED CHANGES.

**SUPPORT: SECRETARY REGINA BANKS-HALL SECONDED.
MOTION CARRIED UNANIMOUSLY.**

ix. CareFirst Community Health Services, Inc., MOU

Superintendent Moore advised that this vendor deals with behavioral health needs, at no cost to the Academy. She further advised that the High School would benefit from this service. President Mullens inquired as to what services CareFirst provides. Superintendent Moore shared that they will work with the Social Worker, Mr. Williams to work with students both individually and collectively.

MOTION: TREASURER ANDREW TYUS MADE A MOTION TO APPROVE THE CAREFIRST COMMUNITY HEALTH SERVICES, INC., MOU PENDING THE INCLUSION OF THE ATTORNEY REQUESTED CHANGES.

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**SUPPORT: VICE PRESIDENT JASON JEFFERSON SECONDED.
MOTION CARRIED UNANIMOUSLY**

x. Math 4 Success MOU

Superintendent Moore discussed the Middle School's need for more Math intervention. Mr. Drummond shared that the CEO of this company/vendor has a PhD in Math, and has had a successful program for years. Some of their services include ACT, and SAT testing prep. Vice President Jefferson asked if this is also a free service. Mr. Drummond advised that there is a cost, which will have to be added to the contract. Vice President Jefferson gave a directive that going forward, all costs should be provided for board review prior to the meeting, as the board will not approve anything without knowing the cost.

**MOTION: VICE PRESIDENT JASON JEFFERSON MADE A MOTION
TO APPROVE THE MATH 4 SUCCESS MOU PENDING THE
INCLUSION OF THE ATTORNEY REQUESTED CHANGES.
SUPPORT: SECRETARY REGINA BANKS-HALL SECONDED.
MOTION CARRIED UNANIMOUSLY**

xi. AMIL Youth Group MOU

Mr. Drummond shared that a grant has been secured for the Robotics program for 5th Grade Students. This after school program will meet two days a week. There will also be a robotics competition in May.

**MOTION: VICE PRESIDENT JASON JEFFERSON MADE A MOTION
TO APPROVE THE AMIL YOUTH GROUP MOU PENDING THE
INCLUSION OF THE ATTORNEY REQUESTED CHANGES.
SUPPORT: TREASURER ANDREW TYUS SECONDED.
MOTION CARRIED UNANIMOUSLY.**

xii. Sub Teacher Source MOU

Superintendent Moore discussed how this vendor is needed, in the event that the high-volume of absent teachers and substitute teachers continues to escalate. This will be considered on a year-to-year basis

**MOTION: SECRETARY REGINA BANKS-HALL MADE A MOTION TO
APPROVE THE SUB TEACHER SOURCE MOU PENDING THE
INCLUSION OF THE ATTORNEY REQUESTED CHANGES.**

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**SUPPORT: VICE PRESIDENT JASON JEFFERSON SECONDED.
MOTION CARRIED UNANIMOUSLY.**

X. SUPERINTENDENT REPORT/HIGHLIGHTS

President Mullens asked Superintendent Moore to touch on the items that involve the strategic plan. Superintendent Moore shared that the current enrollment is 1,068. The goal is 1,150. Analytics from the previous semester are not available at this time, and the window for NWEA and PSAT testing is still open. The MI Department of Licensing and Regulatory Affairs informed the Academy that someone is attempting to open up a liquor store that would only be one half block away. Superintendent Moore informed the state that she would like to appeal. The Academy has been given an extension until February 1st to appeal. President Mullens also inquired as to whether the EPR numbers are matching up with CMU's numbers. Superintendent Moore advised that the principals will be presenting data during the Leadership Academy on Thursday. Vice President Jefferson asked that the Board be kept abreast of the outcome. Superintendent Moore also shared that she was waiting to see if Dr. Vitti planned to close the schools, due to the forecast of inclement weather.

XI. FINANCIAL REPORT

Treasurer Tyus advised that there is no new information to report at this time.

XII. MIDWEST MANAGEMENT REPORT

Ms. Montini shared that recruitment and retention is extremely important however, they are not coming across any quality candidates. Job Boards, e.g. Indeed, are the desired platforms for job postings. President Mullens asked what has been implemented to make the Academy more competitive. Ms. Montini advised that nothing has been done as of yet. However, they are looking to utilize referral programs to see how it will help with retention. She further advised that the current 401K program does not involve matching, which is one issue.

XIII. CORRESPONDENCE

Correspondence was received from US Bank. Adam Holcomb (MAST) has written a correspondence letter, which will be sent out.

XIV. AUTHORIZER COMMENTS

Mr. Trout reminded the Board about the current vacancy, and that soon, they will also have a second vacancy to fill. He advised that filing the vacancies should be an agenda item. President Mullens shared that it is on the today's agenda, under

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Extended Public Comment. He also discussed the importance of Board member responsibility of ambassadorship, as Democrats have been known to be less favorable towards charter schools, and charter school affiliates. He advised that as new laws may come up that will affect charter schools in the future, the Academy should invite political representatives to the school so that they can see the impact that their decisions will have, and to take advantage of invitations to the MI State Capital. He encouraged attending the 'Making an Impact-Understanding the Process, and Engaging w/Stakeholders' webinar on January 30th, at 12 Noon. He also encouraged the Board to attend CMU's Board Development Series, 'School Finance 101-From the State Budget to the Classroom'. This event will take place on February 21st at 6 pm at the Four Points by Sheraton in Novi, MI.

XV. STUDENT DISCIPLINE HEARING

Superintendent Moore advised that the hearing would not take place, as the parent has withdrawn the student from the Academy.

XVI. EXTENDED PUBLIC COMMENT

President Mullens asked potential Board member Brian Stephens if he had any questions. Mr. Stephens applauded the efforts of what's being done. He shared that he grew up in Outer Dr. and Grand River area and was enthused about the possibility of joining the Board. He also shared how impressed he was with the flow of today's meeting.

XVII. ADJOURNMENT

MOTION: SECRETARY REGINA BANKS-HALL MADE A MOTION TO ADJOURN AT 8:01 ☒ P.M. / ☐ A.M.

**SUPPORT: VICE PRESIDENT JASON JEFFERSON SECONDED.
MOTION CARRIED UNANIMOUSLY.**

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MINUTES CERTIFICATION

Proposed minutes respectfully submitted,

Rachel Horne

Recording Secretary

1/31/2023

Date

Approved by the Old Redford Academy Board of Directors:



Board President

2/28/2023

Date

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