

BOARD OF EDUCATION REGULAR MEETING MINUTES
February 25, 2025

The Board of Education of the Plymouth-Canton Community Schools, Wayne and Washtenaw Counties, Michigan, met in a Regular Meeting on Tuesday, February 25, 2025, at 7 p.m. at the E. J. McClendon Educational Center, 454 S. Harvey Street, Plymouth, Michigan, 48170.

President Christenson called the Regular Meeting to order at 7:00 p.m. in the Boardroom.

Present: Members Ahmed, Christenson, Kehoe, Picard, Sidhu, and Westra
Absent: Member Vos

Administrators Present: Dr. Monica Merritt, Superintendent of Schools
Dr. Liz Vartanian-Gibbs, Assistant Superintendent of Student & Family Engagement
Mr. Kurt Tyszkiewicz, Assistant Superintendent of Student Services
Ms. Bethany Rayl, Chief Academic and Innovation Officer
Ms. Jill Minnick, Chief Finance and Operations Officer
Mr. Abdul Madyun, Chief Human Resource Officer
Mr. Mark Salzer, Director of Integrated Technology Systems
Mr. Matthew Lents, Director of Facilities and Capital Projects
Mr. Kevin Karr, Executive Director of Curriculum, Instruction, Assessment, & Prof. Dev.
Dr. Chrystelle Rasolonjatovo, K-12 Science/STEM/Health/PE Curriculum Coordinator

Others Present: Ms. Diane Robertson, Executive Assistant to the Superintendent and Board
Mr. Josh Patterson, SVA Student Co-Chair
Ms. Sae Pawar, SVA Student Co-Chair
Mr. Matthew Stockert, Barton Marlow Design Specialist
Mr. Brian Jesse, Barton Marlow CTS Senior Designer
Mr. Brian Gesaman, McCarthy and Smith Senior Project Manager
Mr. Nick Tindall, McCarthy and Smith Assistant Project Manager
Mr. Joe Ross, McCarthy and Smith, Project Manager
Mr. Derek Dinkeloo, TMP Architecture, Inc. Senior Associate
Ms. Jennifer Maino, TMP Architecture, Inc. Interior Designer

Sae Pawar led the Pledge of Allegiance.

A. Adoption of the Agenda/Approval of the Consent Agenda

Action Item #25-02-48: It was moved by Member Kehoe and seconded by Member Westra to Adopt the Agenda and the Consent Agenda as presented. The Consent Agenda consisted of New Hires, Resignations, Retirements, and Regular Meeting Minutes from January 28, 2025.

Ayes: Members Ahmed Christenson, Kehoe, Picard, Sidhu, and Westra
Nays: None
The motion was carried 6-0

New Hires

Lewis, Kathleen	Cognitive Impairment Bentley Elementary School	Effective 2-18-25
MacDougall, Colin	Cognitive Impairment Canton High School	Effective 1-28-25
Matthews-Calhoun, Melanie	Instructional Coach-Title I Eriksson Elementary School	Effective 2-24-25
Sanmiguel, Vanessa	Instructional Coach Hoben Elementary School	Effective 2-18-25
Weller, Marissa	Music Secondary Plymouth High School	Effective 2-24-25

Resignations

Wallace, Leon	Dean of Student Support East Middle School	Resignation Effective 3-7-25
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Retirements

Aiello, Charis	Math – HS Virtual Academy Plymouth High School	Retirement Effective 2-28-25
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Approval of Minutes

The Regular Meeting Minutes from January 28, 2025, were approved as presented.

B. Celebrating Success

Member Kehoe presented the Mary Beth Carroll Extra Miler Award to Diana Strawn, a premier substitute teacher at Eriksson Elementary School, for her dedication to supporting teachers, staff, and students. Diana brings a positive energy to school every day and is an exceptional person who always gives her best.

In addition, Joslin Carson, a valued paraprofessional at Eriksson Elementary Paraprofessional, was also honored with the Mary Beth Extra Miler Award for her continuous support of both students and staff. Joslin creates a welcoming and inclusive environment in the media center and is always ready to lend a helping hand. Her involvement in school events, such as the book fair, fun fair, movie nights, and spirit days, reflects her dedication to making Eriksson a better place for all.

C. Board Committee Reports/ActionPresident's Report – Lauren Christenson

President Christenson spoke about the cancellation of the February 11 Board meeting, which could not proceed due to a lack of a quorum (four Board members). She shared that the agenda items from that meeting were moved to tonight's agenda for review. Additionally, she encouraged her fellow Board members to attend the PCEA Speed Networking event on Thursday, February 27, 2025, at 5 p.m. at the Rock Cafe.

Student Performance and Achievement Committee (SPA) – Judy Westra

Member Westra reported that the SPA Committee met on February 5, 2025, and reviewed Human Resources staffing and Special Education program updates. The committee also examined course materials for Advanced Placement (AP) Chemistry. The next SPA Committee meeting is scheduled for March 5, 2025, at 5 p.m. in the boardroom at the E.J. McClendon Educational Center, and everyone is encouraged to attend.

Policy Advisory Committee (F&O) – Anupam Sidhu

Member Sidhu shared that the Policy Committee met this evening to review policies regarding purchasing, student accidents, small unmanned aircraft (drones), and criminal justice information related to background checks. The committee also discussed upcoming interviews to select community members to serve on the policy committee. Member Sidhu also thanked the SVA students who provided valuable feedback. The next Policy meeting is scheduled for March 11, 2025, at 5:30 p.m. in the Collaboration Room at the E.J. McClendon Educational Center, and everyone is encouraged to attend.

Finance and Operations Committee - Patrick Kehoe

Member Kehoe shared that the F&O Committee met on February 6, 2025, to review resolutions regarding parking lot renovations, structured cabling needs, renovations at Salem High School, and new furniture for Farrand Elementary School. The committee also examined the January financial statements and discussed scheduling interviews for community member committee candidates. Additionally, it was noted that the deadline for the Community Budget Survey had been extended. The next F&O meeting is scheduled for March 6, 2025, at 5 p.m. in the boardroom at the E.J. McClendon Educational Center, and everyone is encouraged to attend.

Student Voice in Action Committee (SVA) - Lauren Christenson

Josh Patterson and Sae Pawar, SVA Student Co-Chairs, shared that the SVA committee met on February 24, 2025, and held elections for student co-chair positions. Election results will be announced next week. The next SVA Committee meeting is scheduled for March 17, 2025, at 4:30 p.m. at Pioneer Middle School, and everyone is encouraged to attend.

D. Administrative Reports/Recommendations

Superintendent's Report

Superintendent Merritt shared several district updates, beginning with the upcoming P-CCS Realtor Breakfast on February 27, 2025, from 9-11 a.m. at the Plymouth Cultural Center. This annual event provides local realtors—often the first point of contact for new families—with key information about our district programs, schools, and services to better support their clients.

She also spoke about the newly redesigned P-CCS website, which features an updated, user-friendly layout, improved navigation across all devices, and quick access to MIStar and employee resources. She thanked the Communications and Marketing Team for their hard work and dedication in making important district information more accessible to families.

Additionally, she encouraged community members to check their mailboxes for the latest edition of the *P-CCS Press*, a biannual magazine showcasing district initiatives and highlights. This issue features updates on high school academies, AP programs, early learning opportunities, and 2020 bond updates.

To conclude, she previewed the newly released *Why P-CCS* video. Created in partnership with Highway Media, this video captures testimonials from students, staff, and families, highlighting what makes P-CCS special. It also showcases the district's world-class education, high-quality curriculum, and dedicated educators who are committed to preparing students for college, careers, and future success.

Finance and Operations – Jill Minnick

First Reading Resolutions

- Consider Approval of a Resolution for Bid Package #T-10 E-Rate Structured Cabling and Network Electronics related to 2020 Bond Program additions and renovations at Farrand Elementary School and Salem High School. Mark Salzer, Director of Integrated Technology Systems, along with Brian Jesse, and Mathew Stockert from Barton Mallow provided an overview of this resolution to award contracts to People Driven Technology in an amount not to exceed \$30,111.86, to Nerds Xpress in an amount not to exceed \$80,850.19, to JEM Computers in an amount not to exceed \$4,977.50, and to Inacomp TSG in an amount not to exceed \$15,986.52. Under eRate guidelines, many of these services are eligible for 50% federal government reimbursement. The total awarded amount for this bid package will not exceed \$131,926.07, net of reimbursements for \$42,189.43. These purchases will be funded using the 2023 bond funds. (First Reading)
- Consider Approval of a Resolution for Bid Package #E-11 Network Electronics. Mark Salzer, Director of Integrated Technology Systems, along with Brian Jesse and Mathew Stockert from Barton Mallow, provided an overview of this resolution, which will include core switches and firewall appliances with content filtering. The recommended vendors for these contracts are People Driven Technology, in an amount not to exceed \$34,394.12, and Delta Network Services, for an amount not to exceed \$100,446.89. Under eRate guidelines, nearly all of these services are eligible for 50% federal government reimbursement. The total awarded amount for BP #E-11 will not exceed \$134,841.01, net of reimbursements for \$42,383.69. These purchases will be funded using 2023 bond funds. (First Reading)
- Consider Approval of a Resolution for Bid Package #T-11 Technology Related to Bid Package #EL-4 and Bid Package #HS-7A (partial). Mark Salzer, Director of Integrated Technology Systems, along with Brian Jesse and Mathew Stockert from Barton Mallow, provided an overview of this resolution, which includes bid recommendations for public address (PA) systems and clocks as well as expansion of video surveillance and access control systems required for additions at Farrand Elementary and Salem High School. The recommended vendors are SoundCom Systems in an amount not to exceed \$115,225 and Security 101 in an amount not to exceed \$79,773.77. The total award for this bid package in two categories will not exceed \$194,998.77 and will be funded by proceeds from the 2023 bond. A recommendation for the third category (high school A/V) will be presented for approval at a future board meeting. First Reading)
- Consider Approval of a Resolution for Bid Package #PCEP-3 Canton High School Paving Award Recommendations. Brian Gesaman, McCarthy and Smith Senior Project Manager, Nick Tindall, McCarthy and Smith Assistant Project Manager, and Joe Ross, McCarthy and Smith, Project Manager, gave a presentation to provide an overview of this recommendation, which included the scope of work and construction timelines. The award recommendations were reviewed, and a bid summary and bid tabulations for each of the bid divisions for BP #PCEP-3 were explained. The recommended awards total \$3,524,293 and will be paid from 2023 bond funds. (First Reading)

- Consider Approval of a Resolution for Bid Package #HS-7A Salem High School Remodeling Award Recommendations. Representatives from McCarthy and Smith and Derek Dinkeloo, TMP Architecture Senior Associate, provided an overview of this recommendation, which includes classroom improvements, LED lighting upgrades, restroom renovations, ceiling replacements, locker replacement, kitchen renovations, and HVAC updates. The presentation included the scope of work and construction timelines, along with the bid summary and bid tabulations for each of the bid divisions. The recommended awards total \$7,114,141 and will be paid from 2023 bond funds, grand funds, and fundraised monies. (First Reading)
- Consider Approval of a Resolution for Bid Package #EL-4 Farrand Furniture Purchase. Jennifer Maino, TMP Architecture Interior Designer, provided highlights of this recommendation, which included the scope of new furnishings for classrooms, media center, and alternate #1 Main Office Furniture and alternate #2, High-Density seating. The furniture selection process included input from key stakeholders, including administrators and staff members. This award recommendation for an amount not to exceed \$563,527.77 and will be paid from 2023 bond funds. (First Reading)

Board members were given an opportunity to comment and ask questions.

Human Resources – Abdul Madyun

P-CCS Recruitment and Staffing – 2025 Human Resources Update (Strategic Goals A and C) (Presentation)

Abdul Madyun, Chief Human Resource Officer, provided an update on P-CCS 2025 Human Resources recruitment and staffing efforts. The presentation covered key statistics, including staff years of service, staff education levels, and student/teacher demographics. He also reviewed current staff vacancies, new teacher recruitment strategies, and staff retention initiatives. A key highlight of the presentation was the increase in active substitutes, leading to a 96% fill rate, which marks an improvement over previous years. Additionally, he outlined future goals and initiatives aligned with the P-CCS Dynamic Plan. Goals include continuing to host town hall meetings with employee groups to gather feedback, strengthening teacher recruitment efforts, and creating more efficient processes to streamline work between departments. Other priorities include implementing an employee wellness program and continuing to explore affordable, high-quality healthcare options for staff. The presentation concluded with an overview of long-term departmental goals and objectives.

Board members were given an opportunity to comment and ask questions.

Teaching and Learning – Bethany Rayl

First Reading Resolutions

- Consider Approval of a Resolution for Course Materials for Advanced Placement (AP) Chemistry. A high school team consisting of the current AP Chemistry teachers, the science department chair, district administrators, and students reviewed AP Chemistry textbook options and overwhelmingly chose Chemistry: The Central Science 15th Edition (Pearson) as the preferred new curriculum. This text provides print and digital textbook materials, AI-driven support tools, AP assessment review guides, AP assessment review questions, online resources for all materials, and AP practice exams. The total cost for these textbooks and related materials will not exceed \$23,790 and includes 130 printed books, digital access to the textbook, and online resources for a 6-year subscription. If approved, the textbooks would be purchased from the 2024-25 budget and implemented during the 2025-26 school year and beyond. (First Reading)

Board members were given an opportunity to comment and ask questions.

E. Citizens' Comments

- Roseanne Boley, Laura Miller, Rosa Skrebola, and Monica Miller spoke on policy #2410
- Rachel Hayes spoke on emotional support for students
- Steve Gentilia spoke on student safety/follow-up
- Heather Gatny and Sarah Krzyzanski spoke on support for LGBTQ+ students
- Michelle Moustakas spoke on ICE visits
- Nicole Reid spoke on ADA accessibility
- Lisa Capatina spoke on district financial policies and policy #5517.03
- Matthew Wilks spoke on policy #5517.03
- John Johnston spoke on board relations/citizens' comments
- Sebastien Ostertag spoke on district policies

F. Action Items/Discussion

Final Reading Resolutions

- **Action Item #25-02-49:** It was moved by Member Kehoe and seconded by Member Ahmed to Approve a Resolution Designating a Representative, Diane Robertson, to vote for the MASB Region-8 Board of Directors. Board members reviewed the candidates and agreed to cast a collective vote for Roderick Means. (First and Final Reading)

Ayes: Members Ahmed Christenson, Kehoe, Picard, Sidhu, and Westra

Nays: None

The motion was carried 6-0

- **Action Item #25-02-50:** It was moved by Member Kehoe and seconded by Member Sidhu to Approve a Resolution for a Parking Lot Agreement at the P-CCS Educational Support Center (Pilot Drive) to utilize ten (10) additional parking spaces when needed. (First and Final Reading)

Ayes: Members Ahmed Christenson, Kehoe, Picard, Sidhu, and Westra

Nays: None

The motion was carried 6-0

Discussion

- The Board reviewed their calendars and confirmed April 7, 2025, as the date for the next special board meeting for a superintendent evaluation check-in.
- Board members were reminded about the upcoming Board Governance Workshop on Saturday, March 1, 2025, where agenda items will include a review of core operating principles, the placement of citizens' comments on board agendas, and communication protocols.
- Member Picard made a motion to reinstate Policy #2410. There was no second to this motion.

G. Follow-up Board Questions

- From the Human Resources Staffing Presentation – The Board requested data showing:
 - The number of open special education paraprofessional positions
 - The turnover rate for special education staff
 - A comparison of P-CCS pay scales for these roles to surrounding districts.
- From the Salem High School Renovation Presentation:
 - The Board requested a review of all bathrooms at Salem High School to ensure that any in need of upgrades are included on the list.
 - The Board requested that the images for the second reading be in a higher resolution for better clarity
- From the AP Chemistry Resolution – Data privacy information regarding the AI tool will be provided in Board notes

H. Adjournment

President Christenson adjourned the Regular Meeting at 10:35 p.m.

Judy Westra
Secretary, Board of Education