

BOARD OF EDUCATION REGULAR MEETING MINUTES
February 24, 2026

The Board of Education of the Plymouth-Canton Community Schools, Wayne and Washtenaw Counties, Michigan, met in a Regular Meeting on Tuesday, February 24, 2026, at 7 p.m. at the E. J. McClendon Educational Center, 454 S. Harvey Street, Plymouth, Michigan, 48170.

Vice President Sidhu called the Regular Meeting to order at 7 p.m. in the Boardroom.

Present: Members Ahmed*, Kehoe, Picard, Sidhu, Vos, and Westra

Absent: Member Christenson

Administrators: Dr. Monica Merritt, Superintendent of Schools
Dr. Liz Vartanian-Gibbs, Assistant Superintendent-Student & Family Engagement
Jill Minnick, Chief Finance and Operations Officer
Abdul Madyun, Chief Human Resource Officer
Jen Curry, Chief Academic Officer
Mark Salzer, Director of Integrated Technology Systems

Others Present: Diane Robertson, Executive Assistant to the Superintendent and the Board
Josh Patterson, SVA Student Co-Chair
Brian Gesaman, McCarthy and Smith Senior Project Manager
Nick Tindall, McCarthy and Smith Assistant Project Manager
Anna Read, TMP Architecture, Inc., Principal Project Manager

Josh Patterson led the Pledge of Allegiance.

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

Action Item #26-02-43: It was moved by Member Kehoe and seconded by Member Westra to adopt the Agenda and the Consent Agenda as presented.

Ayes: Members Kehoe, Picard, Sidhu, Vos, and Westra

Nays: None

The motion was carried 5-0

Resignations

Adams, Rachel	Resource Room Gallimore Elementary School	Resignation Effective 3-6-26
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Retirements

Feiler, Shannon	Elementary Classroom Hoben Elementary School	Retirement Effective 3-31-26
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**Member Ahmed arrived at 7:03 pm*

Minutes

The Board of Education Special Meeting Minutes of February 9, 2026, the Special Meeting Minutes of February 10, 2026, and the Regular Meeting Minutes of February 10, 2026, were approved as presented.

B. Celebrating Success

Member Kehoe presented the Mary Beth Carroll Extra Miler Award to Marlo Simmons, Bentley Elementary School Plant Engineer, for going above and beyond to support the needs of students and staff and for building genuine connections with the Bentley school community. Marlo takes great pride in maintaining a clean, safe, and welcoming learning environment.

Amber Hawkins, Bentley Behavior Support Specialist, was also honored with the Mary Beth Carroll Extra Miler Award for being a compassionate and dedicated educator whose calm presence and consistency have a meaningful impact on the Bentley community. She also collaborates with teachers to build students' essential skills and is deeply committed.

C. Board Committee Reports/Action

President's Report – Lauren Christenson

Vice President Sidhu congratulated two P-CEP alumni who proudly represented the United States in the Olympics. Jack Hughes, a Plymouth High School graduate, earned a gold medal with the men's hockey team, and Kirsten Simms, a Salem High School graduate, earned a gold medal with the women's hockey team. The district is proud of their outstanding achievements.

Vice President Sidhu also shared that the recent "Coffee with Monica" event she attended was well-attended and provided an opportunity for the community to interact with district administrators. Member Ahmed spoke about the Early College presentation she attended and highlighted the valuable information that was shared.

Board members were encouraged to attend the Wayne RESA General Membership Meeting on Thursday, February 26, at 5:45 p.m.

Student Performance and Achievement Committee (SPA) – Judy Westra

Member Westra shared that the SPA Committee has not met since the last Board meeting. The next SPA committee meeting is scheduled for Wednesday, March 4, 2026, at 5 p.m. in the Boardroom, and everyone is welcome to attend.

Policy Advisory Committee (F&O) – Anupam Sidhu

Member Sidhu reported that the Policy Committee met before this evening's Board meeting to review information previously presented by Thrun Law and Miller Johnson as potential new policy service providers. The committee will continue its review at the next meeting before making a recommendation. The committee also discussed updates to Policy #7510 (Use of School Facilities) and reviewed minor revisions to Policy #2260.01 related to OCR mediation. The next Policy Committee meeting is scheduled for Tuesday, March 24, 2026, at 5:30 p.m., and everyone is welcome to attend.

Finance and Operations Committee - Patrick Kehoe

Member Kehoe reported that the Finance & Operations Committee met on February 19, 2026. The committee reviewed a Chromebook purchase, Farrand Elementary School playground upgrades, Discovery Middle School renovations, and January financial statements. The committee also approved the community budget survey and engaged in a detailed review of P-CEP Athletics and Activities, and discussed whether potential revisions would meet the needs of all students. The next Finance & Operations Committee meeting will be held on Thursday, March 5, 2026, at 5 p.m. in the Boardroom, and everyone is welcome to attend.

Student Voice in Action Committee (SVA) - Lauren Christenson

Josh Patterson, SVA Student Co-Chair, shared that the SVA Committee met on February 17, 2026. The committee focused on ways to promote substance use prevention through healthy, positive choices, using posters and school announcements to engage the entire student body. The Committee also reviewed student responses regarding food and nutrition services to provide feedback. The next SVA Committee meeting is scheduled for Tuesday, March 16, 2026, at 4:30 p.m. at Pioneer Middle School. All are welcome to attend.

D. Superintendent's Report

Superintendent Merritt announced upcoming informational meetings for families to learn about the district's Young 5s and traditional Kindergarten classes. Sessions will be held on March 5 at the Plymouth District Library at 2 p.m. and at the Canton Public Library at 6 p.m. Preschool information sessions are also scheduled for February 26 from 10:30-11:30 a.m. at the Plymouth District Library and on February 27 from 3-4 p.m. at the Allen Early Learning Academy. Additional information is available on the district website.

She reminded families of 9th and 10th-grade students that registration for the Early Middle College program closes February 27. This program allows students to earn up to 60 college credits, an associate degree or certificate, and a high school diploma in five years, with tuition covered up to an allocated amount. Information and applications are available on the P-CEP website.

Superintendent Merritt also invited the community to attend the Park Players Theatre Company's spring musical, *Steel Magnolias*, running February 27, 28, and March 6 and 7 at the Dubois Little Theater. Tickets are available at the door or in advance at pcepparkplayers.com.

In conclusion, she announced the launch of the 2026-2027 budget survey, which is open through March 8. Feedback from families and community members will help guide budget planning, and results will be shared at a future Board meeting.

E. Citizens' Comments

- Rachel Hayes spoke on a newly established community group.
- Debra Finkenbinder-Pepper spoke on Diversity, Equity, and Inclusion
- Jennifer Kondratowicz spoke on how the P-CEP walkout affected her student
- Michelle Moustakas spoke on support for all students and teachers
- Daniel O'Karma spoke on high school start times
- Laurie Mayers spoke on student voices and support for immigrant families

F. Administrative Reports/Recommendations

Human Resources – Abdul Madyun

Human Resources Staffing Updates (Goals A & B) (Presentation)

Abdul Madyun, Chief Human Resources Officer, presented the 2026 Human Resources Recruitment and Staffing Annual Update, outlining the district's efforts to recruit, retain, and support a highly skilled and diverse workforce aligned with the P-CCS Dynamic Plan. He reviewed current staffing levels, employee demographics, years of service, and vacancy trends, noting that the district has significantly fewer vacancies than at this time last year.

Mr. Madyun also highlighted ongoing recruitment and retention initiatives, including national and university partnerships, development of internal talent pipelines, substitute teacher recruitment efforts, employee assistance programs, and expanded medical plan options. He shared the district's participation in the Michigan Educator Workforce Initiative, which provides professional development and access to national insights for educator recruitment and retention.

Future goals were reviewed and include streamlining HR processes, expanding employee wellness supports, and continuing efforts to attract and retain a diverse, high-quality workforce. He thanked his team for their continued hard work and dedication.

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

Finance and Operations – Jill Minnick

First Reading Resolutions

- Consider Approval of a Resolution for Bid Package #EL-5 Farrand Elementary School Playground. Representatives from McCarthy & Smith and TMP Architecture, Inc. provided an overview of this recommendation, including the project timeline and bid summary. The project includes replacing existing playground equipment, reconfiguring the current layout, and increasing ADA accessibility, with construction anticipated to begin in the summer of 2026. The project team conducted post-bid interviews with the lowest qualified bidders to review scope, schedule, manpower, and materials. The total recommended project cost is \$1,000,581.30, to be funded through 2023 Bond funds. (First Reading)
- Consider Approval of a Resolution for Bid Package #MS-3 Discovery Middle School. Representatives from McCarthy & Smith and TMP Architecture, Inc. provided an overview of this recommendation, including the project timeline and bid summary. The project includes lighting and mechanical upgrades, carpet replacement, and corridor ceiling replacement, life management renovations, toilet partition replacement, media center renovations, and parking lot replacement. The project team conducted post-bid interviews with the lowest qualified bidders to review scope, schedule, manpower, and specified materials. The total recommended project cost is \$4,451,544, to be funded with 2023 bond funds. (First Reading)

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

Final Reading Resolution

- **Action Item #26-02-44:** It was moved by Member Kehoe and seconded by Member Westra to Approve a Resolution for a Chromebook Purchase. Mark Salzer, Director of Integrated Technology Systems, provided an overview of the recommendation to replace 6th-generation iPads that have reached the end of their useful life. Under the planned transition, Y5 and Kindergarten students will receive 9th-generation iPads currently used in first grade, and first grade classrooms will transition to Chromebooks beginning in the 2026-27 school year. Following a successful pilot at two elementary schools, first-grade teachers provided favorable feedback and indicated a preference for Chromebooks. Administration recommends the purchase of 1,025 Dell 11" 2-in-1 Chromebooks with a four-year comprehensive warranty and protective casing from People Driven Technology through the REMC SAVE cooperative purchasing consortium at a cost of \$477,240, to be funded with 2023 bond proceeds. First and final approval is requested to secure current pricing. (First and Final Reading)

Ayes: Members Ahmed, Kehoe, Sidhu, Vos, and Westra
Nays: Member Picard
The motion was carried 5-1
- **Action Item #26-02-45:** It was moved by Member Kehoe and seconded by Member Ahmed to Approve a Resolution for Bid Package #T-12 E-Rate Network Infrastructure and Structured Cabling at Gallimore ES, Hoben ES, Discovery MS, Salem HS, and P-CEP Athletics. The resolution recommends awarding contracts to Nerds Xpress, in an amount not to exceed \$73,598.66, and People Driven Technology, in an amount not to exceed \$131,120.44. The total awarded amount for BP #T12 is not to exceed \$204,719.10, with anticipated reimbursements totaling \$73,369.82 through the USF program. These purchases will be funded through proceeds from the 2023 bond funds. (Final Reading)

Ayes: Members Ahmed, Kehoe, Picard, Sidhu, Vos, and Westra
Nays: None
The motion was carried 6-0
- **Action Item #26-02-46:** It was moved by Member Kehoe and seconded by Member Picard to Approve a Resolution for Bid Package #T-13 Technology related to additions and renovations at Gallimore ES, Hoben ES, Discovery MS, Salem HS, and P-CEP Athletics. This resolution recommends awarding contracts to TEL Systems, in an amount not to exceed \$158,602.54; SoundCom Systems, in an amount not to exceed \$91,630.00; and Security 101, in an amount not to exceed \$404,590.88. The total award for BP #T13, across the three categories, is not to exceed \$654,823.42 and will be funded through proceeds from the 2023 bond. (Final Reading)

Ayes: Members Ahmed, Kehoe, Picard, Sidhu, Vos, and Westra
Nays: None
The motion was carried 6-0
- **Action Item #26-02-47:** It was moved by Member Kehoe and seconded by Member Vos to Approve a Resolution for a District Fiber Maintenance Service Contract. Due to the upcoming June 30, 2026, expiration of the District's E-Rate-approved contract, the District issued a formal bid to remain eligible for reimbursement for maintenance and repair costs. Following review by the District's E-Rate consultant and technology staff, administration recommends awarding a three-year fiber maintenance service contract to Western Tel-Com, Inc. Estimated annual costs of up to \$60,000 will be partially offset through USF E-Rate reimbursement, cost sharing with Canton Township and the Michigan Statewide Education Network, and applicable insurance coverage. The resolution authorizes awarding the contract to Western Tel-Com, Inc. from the General Fund operating budget. (Final Reading)

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

G. Remaining Citizens' Comments

- None

H. Discussion

Board members were reminded of the Special Board Meeting scheduled for Monday, March 2, 2026, at 5:30 p.m.

I. Follow-up Board Questions

Following the Human Resources presentation, Board members asked for information to clarify the following:

- The student-to-staff demographic ratios (including teachers and other employee groups) for the current year compared to previous years.
- The current number of classroom teachers employed by the district
- A breakdown of the 14 paraprofessional vacancies specifying general education vs. special education.

Board members requested information regarding the balance of elementary classroom instructional time, specifically the proportion of time students spend using screens compared to face-to-face instruction and interaction.

J. Adjournment

Vice President Sidhu adjourned the Regular Meeting at 8:46 p.m.

Judy Westra
Secretary, Board of Education

*Approved at the Regular Meeting of the Board of Education on 3/10/26/dr