

Minutes of Recreation Advisory Commission

RECREATION ADVISORY COMMISSION

Tuesday, May 12, 2026 6:30 PM

Rec & Ed Office

1515 S. Seventh St. Ann Arbor, MI 48103

MEMBERS PRESENT Mark Brehob, Hannah Cary, Nicholas Crowe, Stacy Ebron, Jodi Hecker, Irene Kim, Conor Neville, Hannah Smith & Ciara Witt

EX-OFFICIO MEMBERS PRESENT Josh Landefeld, Victor Morales-Rios, Rima Muhammad & Sean Williams

GUEST PRESENT Kate Porter - Rec & Ed Before/Afterschool Care and Summer Camp Programs Manager

I. CALL TO ORDER

A. Hannah C. called the meeting to order at 6:32pm

II. PUBLIC COMMENTARY – None

III. APPROVAL OF MINUTES of the March 10, 2026 meeting. A motion was made by Mark and seconded by Conor that the meeting minutes of March 10, 2026 be approved. On a unanimous vote, Hannah C. declared the motion carried.

IV. OLD BUSINESS

V. NEW BUSINESS

A. [Rec & Ed Before/After Care Update Presentation](#) - Kate Porter

1. Overview

a) History and Program Structure

- Rec & Ed's Before/After Care program promotes children's well-being through enriching
- activities, positive relationships, and a safe environment.
- The AAPS School Age Child Care program began in the 1970's
- Y5-5th grade
- Long standing equity focus through service at Title 1 buildings and scholarships (fee waivers)
- Youth voice and choice model
- Multi-age relationships and activities

b) 2025-26 BAC Locations - Rec & Ed

- Abbot (Haisley buses to Abbot for PM program)
- Allen
- Angell
- Bach
- Bryant (Pattengill buses to Bryant for PM program)

- Carpenter
- Dicken
- Eberwhite
- Lakewood
- Logan (A2 STEAM buses to Logan for PM program)
- Mitchell (PM only, Pittsfield buses to Mitchell for PM program)
- Thurston (PM only)
- Wines

c) Outside Providers

- Burns Park
- King
- Lawton

d) Goal for 2026-2027

- A2STEAM will have a program at their school

2. Program Highlights

- Serving over 600 children in AAPS

b) Program Quality

- Elevating Program Quality
 - a. Partnerships with U of M
 - Dance School - dance clinics
 - Dental Health School
- Literacy Focus with culminating Family Engagement Nights
- Program Directors supporting programs on a daily basis
- Weekly site supervisor meetings
 - a. Go over challenges and successes

c) Staff Development

- What we did in 2025-2026
 - a. August Professional Development
 - 3 days of intense PD around best practices for before & after care
 - b. Increased Statewide Systems within our staff - MiRegistry Statewide
 - All programs are licensed
 - c. Professional Development system
 - Tracker for professional development hours
 - d. Kate participated in a 4 day Restorative Practices training to begin training staff for the 2026-2027 school year

d) Hiring and Recruiting

- Continuous relationship with Indeed to improve hiring tactics

- a. Kate meets with Indeed quarterly to see what is working well and what can be improved
 - Continuous interviews through the whole year
 - Recruited high school students to work in programs
 - a. Hired 5-10 high school students for a paid position
 - b. Very fortunate to have college students on staff
 - Pay increase and opportunity for 12 month schedule
- e) Family Engagement
 - Each site held Family Literacy Events to focus on Literacy Stations and fun
 - Attendance was amazing
 - Students helped plan activities and decorations for events
- f) Parent Survey
 - Parents rated experience in the following areas from 1 (needs improvement) to 3 (outstanding). Percent of parents who responded “3” or “Outstanding”
 - a. Welcoming Environment (at every program session) - 98%
 - b. Customer Service (from Rec & Ed Staff) - 93%
 - c. Student Voice (in planning activities) - 80%
 - d. Positive Interactions (with program staff at BAC site) - 95%
- g) Challenges/Opportunities
 - BAC Challenges
 - a. Enrollment
 - 30 full-time, full payment registrations are needed at each site to break even
 - b. Staffing
 - Each site needs a minimum equivalent of 3 qualified full time staff. Recruiting and hiring staff is a year-round venture
 - c. Professional Development
 - With statewide systems becoming more strict on Professional Development it is a challenge to bring all staff together to provide high quality Professional Development
 - BAC Opportunities
 - a. Program Enhancements
 - b. Increased Opportunities for AAPS High School Students
 - Show how this can lead to future opportunities and careers
 - c. Providing Additional Fee Waivers
 - Child Care Network

- Child Development and Care (CDC)

3. Goals for 2026-2027 and Beyond

- a) Continue to hire and recruit staff
- b) Increase school day connections with teachers and principals
- c) Increase community connections to enhance program quality

4. Questions?

- a) Irene mentioned about receiving an email last year about job openings
 - Recommended using Instagram to promote those positions
- b) Stacy asked if they do any partnerships with the Ann Arbor District Library
 - Kate responded yes, they do and the AADL has come out to programs before. Hoping for them to come out to programs in the fall
- c) Stacy asked about professional development and if it is being offered via Zoom
 - Kate responded both in person and online options
 - Stacy asked how many hours of training they need a year
 - a. Kate responded they need 16 hours per year. They try to provide 5-6 hours at training at the beginning of the year and then check in with the staff throughout the year
- d) Mark mentioned the scholarship program
 - Sean responded that they offer 25%, 50% and 75% fee waivers if the family qualifies based on their income
- e) Mark asked what the pay is for these positions
 - Kate responded that assistant pay is \$17.60/hour and supervisor pay is \$18.12/hour
 - Mark responded and asked what are the qualifications for these positions
 - a. Kate responded through the State of Michigan, they have to have so many hours in education training, human growth development. Credential certificate will qualify them for these positions
- f) Mark asked about Ann Arbor Open and what the demand is
 - Kate responded that the last survey said there was little interest and the school said there wasn't much space for them
- g) Mark asked how much time is free time and programming
 - Kate responded that there is community meeting time, outside play, structured games in the gym, crafts, STEM opportunities. About 50/50
- h) Rima asked what the plan is for PM only locations
 - Kate responded that they will have AM registration opportunities, but need a minimum of 12 students to run the program
 - Rima asked if there are busing opportunities
 - a. Sean responded that there is no AM transportation available to them. They are able to bus in the afternoon
- i) Jodi asked what the numbers are now compared to pre-COVID

- Kate responded that she was not here at that time, but knows that numbers were bigger then. She mentioned that their current programs are growing.
 - Sean responded he can find the BAC data for pre-COVID
 - Kate mentioned that when she started, it was a 5 day week program and now they offer a more flexible schedule
- j) Jodi mentioned coordinating a shared program with the Red Cross where high school students could come participate and that pays for the certification
- k) Stacy asked about recruiting students from Washtenaw
- Kate responded that they do get students from there as well
- l) Rima asked from a budget standpoint, how are they coming out specifically when it comes to before and after care
- Sean responded that if the same question was asked last year that it would be more grim. This year they have turned a good corner. They had some staffing changes that contributed to that as well. Looking to the end of this year, they are going to end in the positive and making up for the deficit from last year
 - Kate mentioned that they did a lot of marketing
- m) Conor asked what the caps are at schools
- Kate responded that they fill as much as they can, but depends on staffing. The biggest program is at 50 kids at the moment. They are licensed for 100 kids at each site
- n) Stacy asked what are the challenges with staffing
- Kate responded that many staff return. They meet with staff 1:1 and staff respond that they really like it here. At the 16 schools, half of the staff come back

VI. BRIEFING AGENDA

A. Report from PAC – Hannah Smith

1. March meeting
 - a) Update on Barton bridge replacement project
 - Estimated date of completion is Spring 2027
 - b) Leslie Science & Nature Center and Hands on Museum
 - Expansion and future plans for outdoor teaching space
2. April meeting
 - a) Budget update with fee increases
3. Questions?
 - a) Mark asked about the dam restrictions from the government
 - Josh responded yes, the original plan was the left embankment will remain fenced. Right embankment fencing - access across the dam

B. Report from Parks & Recreation – Victor Morales-Rios

1. Golf courses, livery and Fuller pool now open
2. Planning to open Buhr pool by Memorial Day weekend
3. Still hiring for summer
4. South Maple Park project will add 4 pickleball courts, 2 tennis courts and expanded parking lot

- a) Approved by council in March
- 5. Dexter Park will have a new basketball court and pavillion
- 6. Bicentennial Park - transformers are still a problem, but close to opening, hoping early June
- 7. Mowing 160+ parks
 - a) Use A2 Fix It to report a problem
 - b) There will be an online tracker for the mowing
- 8. Veterans Memorial Park - Josh Landefeld
 - a) April 15 storm came through and hit Veterans Memorial Park Ice Arena
 - b) Staff got out there quickly the next day to secure the building
 - c) Entire wall of ice arena blew out
 - d) Baseball fields 1 & 2 received the most damage
 - e) Pool had some damage to materials and liner
 - f) Cleaning up the space was the first priority, every time they go out, they find more
 - g) The ice arena will not open next season due to the wall damage. Josh noted the facility has also needed updates for several years
 - h) Baseball fields - hope to open a portion of the park soon. Skate park, dog park and fields 3 & 5. 1 & 2 had most damage and will be closed for now
 - i) Pool - looked OK, after more walkthroughs, they found debris in the pool and the liner was damaged
 - Once the pool is full, they test it to see if it works. If it does work, then they will continue the opening process
- 9. Questions
 - a) Jodi asked if not having fields 1 & 2, does that change the dog park back to a field
 - Josh responded no, they are still planning with that and amount of work to change it back is the same as getting another field fixed up
 - b) Jodi asked about the mowing tracker, is there a way for citizens to monitor the progress
 - Josh responded they will have the A2Engage page up and this where all of their projects within the city will be
 - c) Ciara asked if there were recommendations for the teams using the rink and if there any where they could possibly go
 - Josh responded they are going to see if they can work with U of M. The demand for the rink is high, so hopeful the cube or Yost could support
 - Mark asked is U of M has been asked
 - Josh responded yes there have been conversations with them
 - d) Josh responded that with all of their facilities they looked at the insurable value and looked at in the next 20 years what it would cost to replace and they said it would cost \$10 million. They also asked about doing a completely new one would be \$26 million
 - e) Jodi asked if all the repairs are covered by insurance
 - Josh responded the city is self insured and they are working with the adjuster and they are putting as much as possible in the claim. The cost of the building is \$6,000,000
 - f) Jodi asked if it would be possible for the school funds to be allocated for parks because they work so closely with the schools, mentioned possible milage
 - Josh responded that would be a no and there would need to be a greater collaboration with schools
 - g) Hannah C. asked if there is any opportunity for consultant work to dip into that realm

- Josh responded that yes it would probably be a subset
- h) Jodi asked about keeping community connected and an opportunity to use the sister lakes
 - Josh responded that pond hockey/skating is a gray area and they do not encourage it. An easier answer would be to bring back more of the outdoor rinks. Mentioned that some seasons they only had 8 usable days of the rink. They do not see the community going onto natural waters and have to look at liability and safety

C. Report from Community Education & Recreation – Sean Williams

1. Diamonds are impacted and that impacts our team sports department
 - a) Adult softball using diamonds that they have not been using
 - b) Once youth season starts in June, it will be harder, but they will make it work
 - c) There will be a loss of revenue in rentals - Rec & Ed handles the scheduling and billing side of those
 - d) Appreciative of the communication from the city
2. Before and After Care
 - a) They say 12 is the minimum, but if they are at 10 or 11 then they will try to run the program
3. Life Long Learning
 - a) Chess tournament for kindergarten through 8th graders this Saturday at Slauson Middle School
 - Non-rated tournament for kids
 - b) Ann Arbor Civic Chorus concert on Sunday, May 17th at Skyline High School
 - c) KidFest on Sunday, May 31st and Leslie Science & Nature Center
 - Hosted by First Steps PTO
 - d) Partnering with the Ann Arbor Summer Festival at the KidZone tent on Sunday, June 14th
 - e) Summer camps are beginning on Monday, June 15th
 - f) Fall class registration will begin on Tuesday, August 4th

VII. TRANSMITTALS - None

VIII. ADJOURNMENT

- A. Stacy motioned to adjourn the meeting and Hannah S. seconded the motion. After a unanimous vote, Hannah C. adjourned the meeting at 7:51pm