



## Board of Education - *Resolution*

**Year-Volume No.** 2024-57  
**Meeting Date:** 3-18-2024  
**Resolution No.** 23  
**Department:** Employee Services

**Topic:** Personnel Update

**Recommendation:** Move to approve employee staff hire dates as stated on the Employee Services Worksheet.

**Rationale:** The Board of Education shall approve the hiring of staff.  
The Board will be notified of leaves, transfers and other personnel changes that don't require formal approval.

**Resource Person(s):** Julia Butler, Executive Director of Employee Services

**Financial Impact:** To be included in the 2023-2024 Budget Update

**Timeline:** As indicated on the Employee Services Worksheet.  
(Effective Date or implementation Date)

**Attachments:** Employee Services Worksheet

**Employee Services Worksheet  
Volume # 57, Resolution #23  
For March 18, 2024**

**Instructional / Administrative**

<b>Employment</b>				
<b>Name</b>	<b>Assignment</b>	<b>Location</b>	<b>Eff. Date</b>	<b>Replaces</b>

<b>Separation or Non-Medical Leave of Absence</b>				
<b>Name</b>	<b>Assignment</b>	<b>Location</b>	<b>Eff. Date</b>	<b>Reason</b>
Austin, Janet	Resource Room	Washington	08/23/2024	Retirement
Bennett, Roger **	Principal	Amanda Moore	11/30/2024	Retirement
Parker-Losey, Lorri	Resource Room	RHS	06/30/2024	Retirement
Stephenson, Kristen	Health Sciences	RHS	03/04/2024	Resignation
Winston, Denise	Phys. Ed.	Hevel	06/30/2024	Retirement

**\*\* Personnel update approval includes the additional action outlined in the attached addendum.**

**Non-Instructional**

<b>Employment</b>				
<b>Name</b>	<b>Assignment</b>	<b>Location</b>	<b>Eff. Date</b>	<b>Replacement/Promotion</b>
Smith, Sherry	Bus Driver	Transportation	03/11/2024	Doug Peoples

<b>Separation or Non-Medical Leave of Absence</b>				
<b>Name</b>	<b>Assignment</b>	<b>Location</b>	<b>Eff. Date</b>	<b>Reason</b>
Deller, Meredith	Food Svc. Assoc.	RMS	03/08/2024	Resignation
LaForge, Amy	Food Svc. Assoc.	RHS	05/23/2024	Resignation
Place, Adam	SACC Caregiver	Hevel	03/01/2024	Resignation



## Board of Education - *Resolution*

Year-Volume No. 2024-57

Meeting Date: March 18, 2024

Resolution No. 24

Department: Superintendent

**Topic:** 2024-25 District Leadership Priorities - Group 1

**Recommendation:** Approve the Group 1- Leadership Priorities (*non-general fund initiatives*)

- 2.0fte Social Workers - moving to 31aa funding
- 5.0fte Elem. Math Interventionists - moving to 23g funding
- 1.0fte Early Childhood Supervisor - new position - Community Service Fund

**Rationale:** The District Leadership Team presented their priorities for continued improvement of our district for the 2024-2025 school year. A presentation and discussion was held at the March workshop meeting with specific details on how priorities are impacting mental health supports, our educational program and capacity for growth for early childhood education. These Group 1 priorities are three of the top 13 priorities for next year that are non-general fund expenditures.

**Resource Person(s):** Dr. Robinson, Superintendent  
Jennifer McFarlane, Asst. Superintendent  
Vicki Laseke, Exec. Director

**Financial Impact:** **Group 1 Priorities-** Non General Fund expenditures

- 2.0 Social Workers - Special Services Department (31aa grant)  
\$288,823
- 5.0 Math Interventionists - Acad. Services Department (23g and 31 grants)  
\$732,528
- Early Childhood Supervisor - Early Childhood and Childcare  
(Community Service Fund)  
\$113,000

**Total = \$1,134,351**

**Timeline:** 2024-25 school year  
(Effective Date or implementation Date)

**Attachments:** 2024-25 Leadership Priorities - Group 1 Recommendations  
Leadership Priorities Summary Document, *Workshop Mtg. Materials*

**2024-25 DISTRICT LEADERSHIP PRIORITIES**

**Funding Analysis - Approval Timeline**

Group	Priority	Description	Cost	Source	BOE Action
Group 1	Maintain 31o funded social work positions - 2.0fte	State grant funding due to the pandemic (31o) has supported the hiring of 2 additional social workers (9GA and RMS). This funding was reduced over three years with the intent that districts would assume full funding responsibility by next year. This position can be maintained from the GFund or possibly from other grant funding.	\$288,823	31aa	March 18
	Early Childhood Supervisor - 1.0fte	With the expansion of preschool programming at the state level and our renovation at Croswell we need to build additional leadership support for early childhood and childcare programming. Licensing requirements warrant additional designated site supervisors that many of our current childcare workers do not meet. This priority will be funded out of the Community Services budget and not general fund.	\$113,000	Community Service Fund	March 18
	Maintain ESSER funded elementary math interventionists - 5.0fte	Each of our elementary schools have a full time certified teacher who is serving as the Math Interventionist. It is important that the district maintain the fidelity of this academic support at each school.	\$732,528	23g/31a	March 18
<b>COSTING</b>		<b>TOTAL:</b>	<b>\$1,134,351</b>		



## Board of Education - *Resolution*

**Year-Volume No.** 2024-57  
**Meeting Date:** March 18, 2024  
**Resolution No.** 25  
**Department:** Business Services

**Topic:** Auditing Engagement Extension

**Recommendation:** Move to approve the 3 year extension of our auditing engagement with Yeo & Yeo

**Rationale:** Each year the district must be audited by an accredited outside auditing firm. Yeo & Yeo has provided the District with professional service year after year. They also have a deep understanding of how the District operates which allows them to identify weaknesses, offer opportunities to strengthen controls, and make suggestions to increase operating efficiencies. They would like to extend pricing for the 2024-2026 fiscal years.

**Resource Person(s):** Vicki Laseke, Executive Director of Business Services

**Financial Impact:** Attached is the 3 year cost table, including modest 4% increases year over year.

**Timeline:** 2024-2025 Fiscal Year  
(Effective Date or implementation Date)

**Attachments:** Yeo & Yeo Proposal



## Board of Education - Resolution

Year-Volume No. 2024-57  
Meeting Date: March 18, 2024  
Resolution No. 26  
Department: Business Services

**Topic:** Rate Increase for Early Childhood Programs

**Recommendation:** Move to approve the proposed Early Childhood Rates effective June 1, 2024.

**Rationale:** RCS Early Childhood Services Department serves over 325 young children from ages 2 to 5 years old (which includes ECSE, GSRP, Traditional Preschool, and Discovery Preschool), and 253 students in our SACC programs.

The purpose of the rate increase is to help sustain the increased payroll wages over the last year and a half for early childhood employees. In researching local districts of the same size and in our area, our fees for our programs are lower than our competitors.

The last rate increase for families was 2019, and the new rates would go into effect June 1, 2024.

**Resource Person(s):** Jeanine Beck, Director of Child Development  
Jennifer McFarlane, Assistant Superintendent  
Vicki Laseke, Executive Director of Business Services

**Financial Impact:** The program fees sustain the Early Childhood Program and help offset the program costs in the Community Service Fund

**Timeline:** June 1, 2024  
(Effective Date or implementation Date)

**Attachments:** Proposed Rates and Fees with supporting documentation



## Board of Education - *Resolution*

**Year-Volume No.** 2024-57  
**Meeting Date:** March 18, 2024  
**Resolution No.** 27  
**Department:** Facilities

**Topic:** Custodial Services (ABM) Contract Extension

**Recommendation:** Approve the contract extension for Custodial Services provided by ABM (one year 2024-2025)

**Rationale:** The resolution presents the recommendation to exercise the District's option to extend the Contract for the second Renewal Term. This extension includes an Amendment that increases the annual contract price as reflected on the revised schedule C.

**Resource Person(s):** Chris Storm, Director of Operations  
Vicki Laseke, Executive Director of Finance  
Todd Robinson, Superintendent

**Financial Impact:** \$56,467 annual increase - General Fund

**Timeline:** July 1, 2024  
(Effective Date or implementation Date)

**Attachments:** Third Amendment to Custodial Services Contract  
Attachment C - Contractor's Pricing



## Board of Education - *Resolution*

Year-Volume No. 2024-57  
Meeting Date: March 18, 2024  
Resolution No. 28  
Department: Facilities

**Topic:** RMS Water Main Upgrades

**Recommendation:** The Board of Education approve the recommendations by Barton Malow, and District Administration to award contracts for the Water Main Upgrades at RMS.

**Rationale:** Bids were solicited for the project based on extensive analysis of the RMS Water Main. Bids were received and vetted through the post bid interview process by District Administration and Barton Malow.

**Resource Person(s):** Chris Storm, Director of Operations

**Financial Impact:** \$392,480.00 Sinking Fund (includes fees and contingency)

**Timeline:** Beginning in summer of 2024 once materials are secured  
(Effective Date or implementation Date)

**Attachments:** Bid tabulations, Recommendation Letter





## Board of Education - *Resolution*

**Year-Volume No.** 2024-57  
**Meeting Date:** March 18th, 2024  
**Resolution No.** 29  
**Department:** Facilities

**Topic:** Croswell Early Childhood Center Furniture Replacement - Phase 3

**Recommendation:** Move to approve the Croswell - Phase III furniture proposal as recommended by district administration and district consultants, NBS Commercial Interiors

**Rationale:** Jeanine Beck, Director of Child Development and Mary Selden, Director of Special Services led a representative group of teachers in a process to determine furniture replacement for special education students from ages 2 ½ - 5 years old as outlined in the 2021 Bond.

The proposal and quotes outlined by NBS detail the recommendations of the committee. The proposal has been presented and discussed in detail with the Facilities Subcommittee when reviewing earlier phases of the proposal. Phase III delivery is not scheduled until August 2024 and that is why it has not presented for approval until now.

These quotes are bid through state approved consortiums with additional discounted pricing from specific vendors as negotiated by NBS on behalf of the district.

**Resource Person(s):** Jeanine Beck, Director of Child Development  
Todd Robinson, Superintendent

**Financial Impact:** 2021 Facilities Bond - \$117,400.55

**Timeline:** August 2024

**Attachments:** Recommendation Letter  
Site drawings  
NBS Quote