



Board of Education - *Resolution*

Year - Volume No. **2023-56**
Meeting Date: **March 27, 2023**
Resolution No. **20**
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 professional staff.

The Board will be notified of leaves, transfers and other personnel changes that don't require formal approval.

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

Financial Impact: To be included in the 2022-2023 Budget Update

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

Attachments: Employee Services Worksheet

**Employee Services Worksheet
Volume # 56, Resolution # 20
For March 27, 2023**

Instructional / Administrative

Employment				
Name	Assignment	Location	Effective Date	Replaces

Separation or Non-Medical Leave of Absence				
Name	Assignment	Location	Effective Date	Reason
Ellis, James	Asst. Principal	RHS	03/15/2023	Resignation
Ford, Stacia	Teacher	RHS	06/30/2023	Retirement
Frenza, Anita	Teacher	Ham-Par	6/30/2023	Retirement
Kowalke, Bridget	Teacher	RHS	06/30/2023	Retirement
Morr, Aleda	Teacher	RHS	06/30/2023	Retirement
Stein, Joanne	Teacher	Hevel	06/30/2023	Retirement
Werner, Christine	Teacher	Ham-Par	06/30/2023	Retirement

Non-Instructional

Employment				
Name	Assignment	Location	Eff. Date	Replaces
Valdes-Arellano, Javier	SACC Caregiver	Hevel	03/13/2023	Sarah Bart & Rachelle Christensen

Separation or Non-Medical Leave of Absence				
Name	Assignment	Location	Effective Date	Reason
Finn, James	Bus Driver	Transportation	06/30/2023	Resignation
Kasper, Dawn	EL Parapro.	Washington	06/30/2023	Retirement
Malburg, Margaret	Emp. Comp. Coord.	Administration	04/24/2023	Termination
Sieweke, Lisa	Spec. Ed. Parapro.	Amanda Moore	06/30/2023	Retirement
Svisco, Deborah	EL Parapro.	Amanda Moore	06/30/2023	Retirement



Board of Education - *Resolution*

Year - Volume No. **2023-56**
Meeting Date: **March 27, 2023**
Resolution No. **21**
Department: **Superintendent**

Topic: **RCS Leadership Organizational Structure Updates**

Recommendation: Approval for the proposed changes in salary range adjustments and reclassification of positions.

Rationale: As discussed at the recent Workshop Meeting, the Superintendent is recommending changes to two salary ranges to align with current industry value for these leadership roles.

 This proposal also reclassifies 4 current Organizational Structure positions.

Resource Person(s): Dr. Robinson, Superintendent and Julia Butler, Director of Employee Services

Financial Impact: To be included in the FY24 Budget, financial impact detailed in contract proposal resolution.

Timeline: July 1, 2023
(Effective Date or implementation Date)

Attachments: RCS Leadership Organization Structure Chart (proposed changes in red)



Board of Education - *Resolution*

Year - Volume No. 2023-56
Meeting Date: March 27, 2023
Resolution No. 22
Department: Employee Services

Topic: RCS Organizational Structure Administrator Contracts Proposal

Recommendation: Move to approve this proposal to update contracts for district administrators within the Leadership Organizational Structure.

Rationale: As outlined in the 3.21.23 memo from the Superintendent, this proposal updates the contracts for Leadership Organizational Structure administrative positions that expire on June 30, 2023.

The proposal aligns with industry value research of Macomb County and like districts. These updates will help to retain district leadership and attract the best talent when necessary in the competitive market place.

Resource Person(s): Dr. Robinson, Superintendent, Julia Butler, Director of Employee Services, Vicki Laseke, Exec. Director of Business Services

Financial Impact: \$ 78,305 FY24 Budget
\$ 52,336 FY25 Budget
\$ 130,641 Total for 2 years as proposed

Timeline: Effective July 1, 2023
(Effective Date or implementation Date)

Attachments: March 21, 2023 Superintendent's Memorandum *(with linked financial summary documents)*



Board of Education - *Resolution*

Year - Volume No. 2023-56

Meeting Date: March 27, 2023

Resolution No. 23

Department: Technology

Topic: 2023 Building Upgrades and Renovations

Recommendation: Move to approve bid and award project to Digital Age Technologies for building technology upgrades and additions.

Rationale: The district will be installing large venue projection systems in elementary cafeterias. New construction and additions at Indian Hills, Hamilton-Parsons, and Croswell will require instructional technology for STEM, music, and art classrooms. These areas will also require PA speakers, digital clocks, associated cabling and miscellaneous equipment.

Resource Person(s): Mark Nelson, Executive Director of Technology

Financial Impact: Base Bid 1: \$414,372.00 2021 Facilities Bond
Base Bid 2: \$37,171.00 2021 Facilities Bond

Timeline: Substantial completion date December 1, 2023 contingent upon construction schedule in some locations
(Effective Date or implementation Date)

Attachments: IDS Letter of Recommendation.pdf
Project Budget Analysis.pdf



Board of Education - *Resolution*

Year-Volume No. 2023-56
Meeting Date: March 27, 2023
Resolution No. 24
Department: Facilities

Topic: Elementary Classroom Furniture Proposal

Recommendation: Move to approve the elementary general education classroom furniture proposal as recommended by district administration and district consultants, NBS Commercial Interiors

Rationale: Mr. Murray, Director of Teaching and Learning has led a representative group of classroom teachers in a process to determine furniture replacement for general education classrooms in all 5 of our elementary buildings as outlined in the 2021 Bond.

The proposal and quotes outlined by NBS detail the recommendations of the committee. The proposal was presented and discussed in detail with the Facilities Subcommittee on 3.20.23.

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): Rob Murray, Director of Teaching and Learning
Chris Storm, Director of Operations

Financial Impact: 2021 Facilities Bond - \$345,000 per building
\$1,026,869.38 total (Phase 1- 3 buildings AME, HVL and WSH)

Timeline: 2 phase installation beginning in Summer 2023 and concluding in Summer 2024.
(Effective Date or implementation Date)

Attachments: NBS presentation to Facilities Committee
Financial breakdown and budget



Board of Education - *Resolution*

Year-Volume No. 2023-56
Meeting Date: March 27, 2023
Resolution No. 25
Department: Facilities

Topic: Construction Management Fees Adjustments

Recommendation: Approve the adjustments to construction management fees as recommended by Barton Malow and district administration

Rationale: The Facilities Subcommittee reviewed the circumstances leading to the need for adjustments and additions to management fees on both the Transportation Facility and Hamilton-Parsons addition projects.

Extended time on site at the transportation facility and accessing 2016 Bond dollars in support of the HP project are the reasons for these fees

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

Financial Impact: \$45,000 2021 Facilities Bond

Timeline: Upon approval
(Effective Date or implementation Date)

Attachments: Barton Malow letter 3.8.2023



Board of Education - *Resolution*

Year-Volume No. 2023-56
Meeting Date: March 27, 2023
Resolution No. 26
Department: Superintendent

Topic: 2022-23 District Leadership Priorities - Phase 2 Initiatives

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

- Social Worker - Early Childhood Programs (1.0fte)
- District Psychologist - Special Services Department (1.0fte)
- Additional Safe-Ed. Staffing - 9th Grade Academy (1.0fte)

Rationale: The District Leadership Team presented their priorities for continued improvement of our district for the 2023-204 school year. A presentation and discussion was held at the March workshop meeting with specific details on how priorities are connected to the recently approved RCS Strategic Plan. Group 1 are three of the top 13 priorities for next year that are non-general fund expenditures.

Resource Person(s): Dr. Robinson, Superintendent, Mary Selden, Director of Special Services

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

- Social Worker - Early Childhood Programs (31aa grant)
- District Psychologist - Special Services Department (31aa grant)

Total from 3aa- \$279,414

- Additional Safe-Ed. Staffing - 9th Grade Academy (Section 97)

Total from Section 97- \$34,250

Timeline: 2023-24 school year
(Effective Date or implementation Date)

Attachments: 2023-24 Leadership Priorities - Group 1 Recommendations
Leadership Priorities Summary Document, *Workshop Mtg. Materials*



Board of Education - *Resolution*

Year-Volume No. 2023-56
Meeting Date: March 27, 2023
Resolution No. 27
Department: Business Services

Topic: LHSA Shared Time 2023-2024

Recommendation: The Board of Education takes action to acknowledge that the district is considering discontinuing the LHSA Shared Time agreement as of the end of this school year. This would result in no future contract being brought for approval prior to June 30th.

Rationale: Administration reviewed a 4 year analysis of the Shared Time arrangement with the LHSA at the March Workshop meeting. The time demands on our staff, constraints within auditing and continual decline in revenue/enrollment were presented and discussed. Further communication with the LHSA leadership and discussion on staffing requirements will be conducted prior to final disposition.

Resource Person(s): Dr. Robinson, Superintendent, Vicki Laseke, Exec. Director of Business Services

Financial Impact: Any eventual impact would be detailed in the FY24 Preliminary Budget in June 2023

Timeline: Prior to June 30, 2023
(Effective Date or implementation Date)

Attachments: 4 year analysis document - *March 13 Workshop Materials*



Board of Education - *Resolution*

Year-Volume No. 2023-56
Meeting Date: March 27, 2023
Resolution No. 28
Department: Employee Services

Topic: AFSCME Child Care Letter of Agreement

Recommendation: Move to approve the Letter of Agreement for AFSCME Child Care

Rationale: The district and the Union have reached a Letter of Agreement

Resource Person(s): Julia Butler/Vicki Laseke

Financial Impact: \$135,542

Timeline: April 10, 2023
(Effective Date or implementation Date)

Attachments: Memorandum from Julia Butler