

# PLYMOUTH-CANTON COMMUNITY SCHOOLS

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## **BOARD OF EDUCATION REGULAR MEETING MINUTES** **February 13, 2024**

The Board of Education of the Plymouth-Canton Community Schools, Wayne and Washtenaw Counties, Michigan, met in a Regular Meeting on Tuesday, February 13, 2024, at 7 p.m. at the E. J. McClendon Educational Center, 454 S. Harvey Street, Plymouth, Michigan, 48170.

President Wilson called the Regular Meeting to order at 7:05 p.m. in the Boardroom.

Present: Members Kehoe, McCoin, Picard, Sidhu, Westra, and Wilson

Absent: Member Christenson

Administrators Present: Dr. Monica L. Merritt, Superintendent of Schools  
Dr. Liz Vartanian-Gibbs, Assistant Superintendent of Student & Family Engagement  
Ms. Jill Minnick, Chief Finance and Operations Officer  
Ms. Bethany Rayl, Chief Academic and Innovation Officer  
Ms. Carly Rays, Assistant Director of Marketing and Promotion  
Ms. Lisa Anglin, Executive Director of Human Resources  
Ms. Colleen Sienkiewicz, Assistant Director of Human Resources  
Ms. Katie Ilijic, Director of Diversity, Equity, and Inclusion  
Ms. Gina Stanford, Assistant Director of Nutrition Services

Others Present Ms. Shonta Langford  
Ms. Diane Robertson, Executive Assistant to the Superintendent and Board  
Mr. Josh Patterson, SVA Student Co-Chair  
Ms. Sae Pawar, SVA Student Co-Chair

Josh Patterson led the Pledge of Allegiance.

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

**Action Item #24-02-41:** It was moved by Member Kehoe and seconded by Member Sidhu to adopt the Agenda and the Consent as presented. The Consent Agenda consisted of New Hires, Leaves, Resignations, Retirements, Tenure Recommendations, Regular Meeting Minutes of January 9, 2024, First Reading Policies, Out-of-Country Field Trips, and a Resolution-Jill Minnick to Continue Service to ILAF Board of Trustees.

Ayes: Members Kehoe, McCoin, Picard, Sidhu, Westra, and Wilson

Nays:

The motion was carried 6-0

#### New Hires

Kendall, Logan	Chemistry Canton High School	Effective 1-16-24
McCavit, Jessica	Occupational Therapy Farrand Elementary School	Effective 2-20-24
Symington, Todd	Psychologist Salem High School	Effective 2-22-24
Valliencourt, Emily	Social Studies/Elective Liberty Middle School	Effective 2-12-24
Vance, Lisa	Accounting Specialist-Payroll Administrative Building	Effective 1-18-24
Walsh, Heather	P-CCS Registrar Educational Support Center	Effective 1-23-24
Ahmed, Huma	Specialized Services-Admin. Assistant Administrative Building	Effective 3-1-24

Leaves

Browning, Kelley	Elementary Classroom Hulsing Elementary School	Unpaid Leave of Absence 2-19-24 to 3-22-24
Dondzila, Heather	Counselor (Non-Instructional) Plymouth High School	Childcare Leave of Absence 12-25-23 to 3-22-24
Kozlowski, Angela	Resource Room East Middle School	Unpaid Leave of Absence 11-26-23 to 12-11-24
Kursa, Lindsay	Cognitively Impaired Teacher Plymouth High School	Childcare Leave of Absence 1-8-24 to 5-10-24
Lewin, Emily	Elementary Classroom Hoben Elementary School	Childcare Leave of Absence 12-21-23 to 3-20-24
MacDonald, Courtney	Elementary Classroom Bird Elementary School	Childcare Leave of Absence 12-12-23 to 3-29-24
St. Peter, Meghan	Social Studies Liberty Middle School	Childcare Leave of Absence for the 2024-2025 School Year

Resignations

Bess, Casey	Teacher on Special Assignment - S Canton High School	Resignation Effective 1-26-24
Cox, Megan	Clinical Behavior Specialist Plymouth High School Goals)	Resignation Effective 1-26-24
Kaye, Jason	Elective 21 <sup>st</sup> Century Skills Project-Based Learning Pioneer Middle School	Resignation Effective 6-30-24
Langford, Shonta	Chief Human Resource Officer Administrative Building	Resignation Effective 1-25-24
Schwartz, Kristen	Student Support Coordinator Field Elementary School	Resignation Effective 1-31-24
Simms, Susan	ECDD – Special Education Teacher Allen Early Learning Academy	Resignation Effective 1-26-24
Travick, Justine	(0.5) Substitute Teacher Administrative Building	Resignation Effective 1-26-24
Utter, Megan	Cognitive IMP (EMI Cat Classroom) Bentley Elementary School	Resignation Effective 2-12-24
Washington-Brown, Lowanda	(0.3) Social Worker Plymouth High School (Goals)	Resignation Effective 1-12-24

Retirements

Lane, Kevin	Principal - Alternative School Starkweather Academy	Retirement Effective 6-30-24
Parkinson, Gwendolyn	Language Arts Liberty Middle School	Retirement Effective 6-12-24
Stanley, Frederick	Language Arts East Middle School	Retirement Effective 2-16-24

Tenure Recommendations

Kuhl, Margaret	Music Shared Time – Spiritus Sanctus	Tenure Effective 6-30-22
Long, Hannah	Elementary Classroom Eriksson Elementary School	Tenure Effective 6-30-23
Hoard, Jillian	Secondary ASD Teacher Plymouth (Madonna)	Tenure Effective 1-27-24

Maryanski, Janelle

Math  
Plymouth High School

Tenure Effective 1-21-24

Approval of Minutes

The Regular Meeting Minutes of January 9, 2024, were approved as presented.

First Reading Policies

- Policy #7540.03 - Student Technology Acceptable Use and Safety
- Policy #7540.04 - Staff Technology Acceptable Use and Safety

Out-of-Country Field Trips

Greece - Plymouth High School (Grades 10-12)

Action Items

Considered Approval of a Resolution for Jill Minnick to Continue Service to MILAF Board of Trustees (First and Final Reading)

**B. Celebrating Success**

Member Kehoe presented the Mary Beth Carroll Extra Miler Award to Ms. Annie Cebull, Farrand Elementary School First Grade Teacher, recognizing her unwavering dedication, efforts, and ongoing support to enhance the lives of P-CCS students, staff, and the community. Ms. Taylor Tyszkiewicz, Bentley Speech Language Pathologist, shared heartfelt sentiments about Annie's welcoming and supportive nature and stated that Annie has the qualities that truly represent what an outstanding teacher looks like.

**C. Board Committee Reports/Action**Presidents Report – Shawn Wilson

No report this evening.

Student Performance and Achievement Committee (SPA) - Anupam Chugh Sidhu

Member Sidhu shared that the SPA Committee met on February 7, 2024, and reviewed the many program offerings of the P-CEP Career and Technical Education (CTE) Department. Current CTE students were in attendance and shared inspiring presentations about their positive experiences, providing a glimpse of what students are doing inside and outside of the classroom. A new course recommendation and an out-of-country field trip were also reviewed. The next SPA meeting is scheduled for March 6, 2024, at 5 p.m. in the Boardroom at the E.J. McClendon Educational Center, and everyone is welcome to attend.

Policy Advisory Committee - Patti McCoin

Member McCoin shared that the Policy Committee met on February 12, 2024, and reviewed multiple personnel policy updates that will be brought to the Board at the next meeting, which are necessary to comply with state law. She also spoke about the technology policies appearing on this evening's agenda and applauded Mr. Mark Salzer and the technology department for their innovative work. The next policy meeting is scheduled for February 27, 2024, at 5:30 p.m. in the Collaboration Room at the E.J. McClendon Educational Center, and everyone is welcome to attend.

Finance and Operations Committee - Patrick Kehoe

Member Kehoe shared that the F&O Committee met on February 8, 2024, and reviewed a purchase for ovens for P-CEP kitchens, a water main easement, a tennis court replacement, and the upcoming community budget survey. The next F&O meeting will be held on February 22, 2024, at 5 p.m. in the Boardroom at the E.J. McClendon Educational Center, and everyone is welcome to attend.

Student Voice in Action Committee – Josh Patterson and Sae Pawar

Josh Patterson and Sae Pawar, SVA co-chairs, shared that the SVA Committee met on January 29, 2024, along with the P-CCS dietitian, and participated in a great conversation regarding school meals and nutrition. The committee also worked on suggested updates for the student handbook regarding the dress code. The next SVA meeting is scheduled for February 26, 2024, in the Canton High School Media Center, and everyone is welcome to attend.

## **D. Administrative Reports/Recommendations**

### **Superintendent's Report**

Superintendent Merritt spoke about the non-homestead millage renewal that will be up for voter consideration on the February 27 ballot. This proposal, which is not a request for new taxes but a renewal of a millage that has been in place since 1994, only applies to commercial businesses and secondary properties. Funding from this millage is vital for P-CCS and represents 16% of the district's operating budget. She encouraged everyone to visit the district website for additional information and to vote on February 27.

She also shared that the 2024-2025 Budget Survey is now open and accepting community responses until Sunday, February 25. The feedback received through this annual survey provides valuable community input to guide the district with funding decisions for the upcoming year. A survey link can be found on the P-CCS website.

She highlighted recent student and staff accomplishments and congratulated Pamela Morgan, Bird Elementary teacher who was named Michigan K-5 Teacher of the Year by the Veterans of Foreign Wars; P-CEP students Emilio Herrero and Nolan McDowell for receiving gold-level certification from DECA; Salem students Mahdi Molaei and Jacob Dalebout, who were recently named winners in the Suburban Collection "Focus on the Road" video public service announcement contest; & Canton High School student, Sophie Sumampow, who was named runner-up in this year's New York Times international high school memoir writing contest.

In closing, Superintendent Merritt invited the community to join her for the winter edition of "Coffee with Monica," which will be held on February 22, 2024, at 10:30 a.m. at the Plymouth District Library. Community members will have an opportunity to ask questions and hear about upcoming events happening throughout the district.

### **Human Resources – Shonta Langford**

Members of the P-CCS Human Resource Department gave a presentation to provide 2023-2024 districtwide recruitment and staffing updates. During the presentation, they reviewed key findings and examined spreadsheets that outlined staffing numbers categorized by group and ethnicity. Current staff openings, new teacher recruitment efforts, staff retention, and ongoing action plans were discussed. The department will continue to host P-CCS and multi-district job fairs, which have proven successful in recent months. Goals and next steps were outlined and are aligned with the objectives of the P-CCS Dynamic Plan, with a commitment to hiring highly-skilled, diverse staff. Despite the decreasing number of collegiate students entering the educational field, the district has fewer teaching vacancies than last year. The department will also continue to increase community partnerships to improve recruitment efforts.

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

### **Finance and Operations - Jill Minnick**

#### **Final Reading Resolutions**

- **Action Item #24-02-42:** It was moved by Member Kehoe and seconded by Member Picard to Approve a Resolution to Purchase Six (6) Combi Ovens for the P-CEP kitchens. Stafford-Smith, Inc. submitted the recommended quote at a total cost of \$157,123.30 through the Wayne RESA consortium purchasing program, which includes delivery and installation as well as moving two existing ovens to the middle schools. This item was initially scheduled as a first reading at the January 9, 2024, meeting, which was canceled. This purchase is being presented as a first and final reading to allow time to order and receive the equipment for installation over the summer of 2024. (First and Final Reading)

Ayes: Members Kehoe, McCain, Picard, Sidhu, Westra, and Wilson

Nays: None

The motion was carried 6-0

- **Action Item #24-02-43:** It was moved by Member Kehoe and seconded by Member Westra to Approve a Resolution for a Water Main Easement for Bid Package #HS-2. As a result of the ongoing construction for the Plymouth High School and room addition, it is necessary and standard practice to furnish an easement granting the township access to the water main located on school district property. (First and Final Reading)

Ayes: Members Kehoe, McCain, Picard, Sidhu, Westra, and Wilson

Nays: None

The motion was carried 6-0

- **Action Item #24-02-44:** It was moved by Member Kehoe and seconded by Member Sidhu to Approve a Resolution for the Purchase of Computers for the CTE Department as part of the department's planned five-year cycle for the replacement/upgrade of its computer lab. This purchase, in an amount not to exceed \$92,983, granted to People Driven Technologies, Inc., will be funded by the CTE 61A added cost budget. (Final Reading)

Ayes: Members Kehoe, McCoin, Picard, Sidhu, Westra, and Wilson

Nays: None

The motion was carried 6-0

- **Action Item #24-02-45:** It was moved by Member Kehoe and seconded by Member Westra to Approve a Resolution for an ABM Industries Amendment to the Contract. Due to recent additions to many district buildings, cleanable space has increased by 60,038 square feet, necessitating the hiring of three additional cleaners. The cost of this 4<sup>th</sup> memorandum of understanding will be \$1220,124.73. (Final Reading)

Ayes: Members Kehoe, McCoin, Picard, Sidhu, Westra, and Wilson

Nays: None

The motion was carried 6-0

## **Teaching and Learning – Bethany Rayl**

### First Reading Resolutions

- Consider Approval of a Resolution for a Course Name Change Request (Beginning/Intermediate Piano to Piano Studies). This more inclusive name change will help high school students interested in studying piano at a higher level understand that Piano Studies is an option and ensure that students who complete their course of study will have this course more accurately reflected on their transcript. This name change would go into effect during the 2024-2025 school year and beyond. (First Reading)

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

### Final Reading Resolutions

- **Action Item #24-02-46:** It was moved by Member Sidhu and seconded by Member Westra to Approve a Resolution for Middle School Health Curriculum Materials. After an extensive review and with guidance from Wayne RESA school health consultants, it is recommended that *HealthSmart* be selected as the curriculum resource for middle school health, not to exceed the cost of \$58,000. This purchase will be paid from the 2023-2024 budget and implemented during the 2023-2024 school year and beyond. (Final Reading)

Ayes: Members Christenson Kehoe, McCoin, Sidhu, Westra, and Wilson

Nays: Member Picard

The motion was carried 5-1

- **Action Item #24-02-47:** It was moved by Member Sidhu and seconded by Member Kehoe to Approve a Resolution for High School Health Curriculum Materials. After an extensive review and with guidance from Wayne RESA school health consultants, it is recommended that *Glencoe Health* be selected as the curriculum resource for middle school health, not to exceed the cost of \$71,000. This purchase will be paid from the 2023-2024 budget and implemented during the 2023-2024 school year and beyond. (Final Reading)

Ayes: Members Kehoe, McCoin, Sidhu, Westra, and Wilson

Nays: Member Picard

The motion was carried 5-1

- **Action Item #24-02-48:** It was moved by Member Sidhu and seconded by Member Kehoe to Approve a Resolution for Middle School Reproductive Health Curriculum Material. After an extensive review and with guidance from Wayne RESA school health consultants, it is recommended that *HealthSmart* be adopted as the curriculum resource for HIV/AIDS and sex education. This cost is included in the overall health curriculum resource purchase. These resources would be purchased from the 2023-2024 budget and implemented during the 2023-2024 school year and beyond. (Final Reading)

Ayes: Members Kehoe, McCoin, Sidhu, Westra, and Wilson

Nays: Member Picard

The motion was carried 5-1

- **Action Item #24-02-49:** It was moved by Member Kehoe and seconded by Member Sidhu to Approve a Resolution for High School Reproductive Health Curriculum Material. After an extensive review and with guidance from Wayne RESA school health consultants, it is recommended that *Glencoe Health and the Glencoe Human Sexuality Supplement* curriculum resource be adopted as the curriculum resource for HIV/AIDS and sex education. This cost is included in the overall health curriculum resource purchase. These resources would be purchased from the 2023-2024 budget and implemented during the 2023-2024 school year and beyond. (First Reading)

Ayes: Members Kehoe, McCoin, Picard, Sidhu, Westra, and Wilson

Nays: Member Picard

The motion was carried 5-1

- **Action Item #24-02-50:** It was moved by Member Sidhu and seconded by Member Kehoe to Approve a Resolution for a New High School Social Studies Elective Course Proposal (History of Hip Hop and Rap and Rap). The P-CEP Social Studies team proposes adding this new elective social studies course, allowing students to study how hip-hop and rap evolved from their origins to become a multibillion-dollar industry. The recommended curriculum will be developed by a team of social studies teachers and published on Atlas. Open Educational Resources and district-provided resources will be utilized to help develop the curriculum. A textbook will not be required, eliminating the need for additional funds to offer this course. This new elective course would be implemented during the 2024-2025 school year and beyond. (Final Reading)

Ayes: Members Kehoe, McCoin, Sidhu, Westra, and Wilson

Nays: Member Picard

The motion was carried 5-1

**Action Item #24-02-51:** It was moved by Member Sidhu and seconded by Member Kehoe to Approve a Resolution

- for a High School Visual and Performance Arts Course Name Change (Parksmen to Bravo!). The P-CEP Choir Program, Visual and Performing Arts Department, and P-CEP Instructional Team have proposed the name change of this course to follow the practice modeled by university vocal ensembles in removing the gendered naming of vocal ensembles. This change will be implemented during the 2024-2025 school year and beyond. (Final Reading)

Ayes: Members Kehoe, McCoin, Sidhu, Westra, and Wilson

Nays: Member Picard

The motion was carried 5-1

### **Student Services – Kurt Tyszkiewicz**

#### **Final Reading Resolutions**

- **Action Item #24-02-52:** It was moved by Member Kehoe and seconded by Member McCoin to Approve a Resolution for the Enrollment of Non-Resident Applicants for the 2024-2025 School Year Pursuant to Schools of Choice, Section 105 and 105c. This resolution will allow students from contiguous counties to apply for enrollment. The 2024-2025 proposal provides for a minimum of one seat for Kindergarten through 10<sup>th</sup> grade with a maximum of 500 seats. (Final Reading)

Ayes: Members Kehoe, McCoin, Sidhu, Westra, and Wilson

Nays: Member Picard

The motion was carried 5-1

- **Action Item #24-02-53:** It was moved by Member Kehoe and seconded by Member Westra to Approve a Resolution for the Enrollment of Non-Resident Students for PCCS Employees for the 2024-2025 School Year. (Final Reading)

Ayes: Members Kehoe, McCoin, Picard, Sidhu, Westra, and Wilson

Nays: None

The motion was carried 6-0

### **E. Citizens' Comments**

- Lisa Capatina spoke on nutrition and student meal options

## **F. Discussion**

- Board members were encouraged to review the MASB Board of Directors candidate booklet provided in Board notes and be prepared at the February 27, 2024, meeting to reach a consensus on which candidate will receive their collective vote.
- Member Kehoe asked for an update on the discussion regarding athletics and activities. President Wilson will reach out for further clarity prior to the next F&O committee meeting.
- Board members discussed the importance of continuing to share factual information with the community regarding the upcoming non-homestead millage renewal appearing on the February 27, 2024, ballot.
- Member Westra shared positive comments about the technology policies on this evening's agenda and spoke about the importance of seeking input from the district's technology teachers.

## **G. Follow-up Board Questions**

- Related to the Human Resources report, Member Sidhu would like to see if there is data from the last 2-5 years to identify barriers for teachers who have left the district.
- Member Picard would like to see a list of professional development training offered to teachers this year.

## **H. Adjournment**

President Wilson adjourned the Regular Meeting at 9:05 p.m.

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Anupam Chugh Sidhu  
Secretary, Board of Education