



**Waterford School District  
Board of Education**

**A G E N D A**

**Regular Meeting**

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**September 19, 2024**

**6:30 PM**

**Town Hall Auditorium**

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Opening

Pledge of Allegiance

Roll Call

Approval of the Agenda

Recognition

- a. Leslie Walsh - Elementary Principal of the Year Nominee

Public Comments on Action Items

Consent Agenda

- a. Minutes
  1. August 15, COW, 2024, Regular Meeting
  2. August 20, 2024, Special Meeting/Closed Session
  3. August 22, 2024, Special Meeting
  4. September 5, 2024, COW Meeting/Closed Session
  5. September 17, 2024, Special Meeting
- b. Accounts Payable
- c. Financial Statement
- d. Support Staff Reports
- e. Resignations
- f. Teaching Contract Changes/Appointments
- g. Reinstatement of Student C-24-25
- h. Reinstatement of Student D-24-25

Information Items

- a. Parent Advisory Committee
- b. Special Olympics
- c. Back to School Video
- d. Stepanski Snapshot

New Business

- a. Superintendent's Recommendation
  1. Recommendation 20-24-25 Relative to MASB Delegate
  2. Recommendation 21-24-25 Relative to National Principals Month
  3. Recommendation 22-24-25 Relative to National School Bus Safety Week
- b. President's Recommendations
  1. Recommendation 23-24-25 Relative to Interim Superintendent Agreement Extension

Public Comment on Non-Action Items

Board of Education Reports

Closed Session

By Roll Call Vote, the Board will recess to Closed Session in accordance with Section 8 (c) of the Open Meetings Act.

Reconvene/Adjournment

*Audience participation is scheduled at the beginning and end of the agenda. Only those who want to speak on an action item and have completed a public comment card will be called upon at the beginning of the meeting. Those who have comments on non-action items and have completed a public comment card will be called upon before the conclusion of the meeting. The President of the Board is responsible for recognizing all speakers. Board packets are available on the District website, [www.waterford.k12.mi.us](http://www.waterford.k12.mi.us).*

RECOGNITION
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WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N. Cass Lake Road  
Waterford, Michigan 48328

ITEM NO.:	Recognition of Achievement
TOPIC:	Principal of the Year Nominee

Annually, the Michigan Elementary and Middle School Association, along with SET SEG, select the Michigan Principal of the Year. The qualifications for this award reflect each nominee's commitment to the well-being of students and staff as well as their problem-solving, communication, and leadership skills. Being nominated for this award is a significant honor and demonstrates exemplary educational leadership. This evening, I am pleased to introduce and recognize our own Beaumont Elementary Principal Leslie Walsh – Principal of the Year Nominee. Please join me in congratulating Mrs. Walsh on this distinguished honor and recognizing her outstanding leadership as Beaumont Principal!

Resource Persons: Michael Ristich, Ph.D., Board President

Date of Board of Education Meeting: September 19, 2024



**Regular Meeting  
August 15, 2024**

**OPENING**

The Regular Meeting of the Waterford Board of Education, held at the Waterford Township Hall, 5200 Civic Center Drive, Waterford, Michigan, was called to order by President Ristich at 6:33 p.m.

**PLEDGE**

The Board of Education led the Pledge of Allegiance.

**ROLL CALL**

Present: Members Ristich, Petrusha, Sutherland, Donohue, Torres, Wagner, and Josselyn  
Absent: None  
Others: Sandra Elka, Darin Holley, Nadine Milostan, Steve Wolf, Jim Beaver, Sarah Davis, Mary Craite, Susan Calarco, Karen Dave, McKenzie Ogden, Alex Sekulovski, Sue Aeillo, Lisa Carney, Renee Tenaglia, Joe Humphrey, Heather Madigan, Rebecca Brickner, Lori Tunick, Heather Wichtman, Rachel Bryce, Ann Wilson, Christi Simiele, Marcy Remner, Julie Sidock, Roxanne Furlong Donna Phillips, Matt Provost, Frank Zambardi, Jenn Mayle, Kristi Moore, Chris Andras, Laverne Williams, Jim Dunsmore, LouAnn Leonard, Sara Provost, Cheryl Campbell, Leslie Walsh, Sarah Yates, Misty Burns, Cheryl Burt, Ashley Prouix, Kailah Hardy, Mary Watkins, Laura Hornbacher, BBill Young, Amber Wardall, Joe Marchenia, Sarah Chyba, Anita Vasquez, Patricia Stoddard, Katherine Musiarczyk, Lesley Toto, Kate Hoadley, Petra Gibbons, Tracy Reyburn, Megan McGrath, Sara Frontier, Craig Schlaufman, Cathy Schlaufman, Scott Moccia, Anna Findley, David Gardner, Kelli Lathwell, Katherine Scram, Jocelyn Mitchell, Sandra List, Meglynn MacDonald, Kathleen Downing, Marta Birko, Heather Cipponeri, April Lennox, Kevin Krawczyk, Joyce Wallace, Megan McCoy Connie Smith, Shannon Cummings, Jessica Joannides Vogt, Shannon Lloyd, Michelle Dahl, Rebecca Smith, Susan Hartley, Mackenzie O'Brien Sue Body, Linda Kingston, Estrellita Valenul, Cathy Athkinson, Meredith Greer, Rick Hillard, Jason Hilliard, Stacy Jaroniski, Tiana Gass, Libby Verso, Brett Hanna, Allison Farah, Melissa McGill, Jamie Brown, Tamara Victor, Amy Werner, Lisa Zander, Megan Yans, Robin McGregor, Elizabeth McGregor, Megan Roberts and others who did not register.

**APPROVAL OF THE AGENDA**

The agenda was approved.

**PUBLIC COMMENTS ON ACTION ITEMS**

There were no public comments on action items.

## **CONSENT AGENDA**

- a. Minutes
  - a. July 18, 2024, Regular Meeting/Closed Meeting
  - b. August 1, 2024, COW Meeting/Closed Meeting
- b. Support Staff Reports
- c. Resignations
- d. Teaching Contract Changes/Appointments
- e. Reinstatement Approval of Student A-24-25
- f. Reinstatement Denial of Student B-24-25

Seeing no objection, the consent agenda was approved as presented.

## **NEW BUSINESS**

- a. Superintendent's Recommendations

1. Recommendation 14-24-25 Relative to Administrative Appointment

Moved by Member Torres and supported by Member Wagner that the Board of Education approve the following administrative appointment:

Matthew Provost, Principal  
Donelson Hills Elementary  
100% Administrator Contract  
Effective: August 16, 2024

Ayes: Members Wagner, Donohue, Sutherland, Torres, Petrusha, Josselyn, and Ristich

Nays: None

Motion carried. (7-0)

2. Recommendation 15-24-25 Relative to Honor Health Agreement

Member Torres and supported by Member Petrusha that the Board of Education approve the agreement with Honor Health to operate the health centers at Durant, Mason, and Children's Village and authorize the Board President and Interim Superintendent to sign the agreement on behalf of the Board.

Ayes: Members Wagner, Donohue, Sutherland, Torres, Petrusha, Josselyn, and Ristich

Nays: None

Motion carried. (7-0)

## **MASB WORKSHOPS**

- a. Superintendent Search

Jay Bennett, MASB Executive Search Consultant, facilitated a planning workshop for the superintendent search process. Items reviewed included the proposed timeline, salary comparisons, draft preliminary posting, stakeholder sessions, and communications.

- b. Superintendent Evaluation Training

Scott Morrell, MASB, facilitated superintendent evaluation training to address the changes in statute. School boards are required to have all members trained no later than September 1, 2024.

## **PUBLIC COMMENTS ON NON-ACTION ITEMS**

The following members of the public addressed the Board regarding contract negotiations.

- Frank Lombardy
- Robin McGregor
- Megan Young
- Lori Tunick
- Mary Craite

## **BOARD REPORTS**

There were no Board reports.

## **ADJOURNMENT**

The regular meeting was adjourned by President Ristich at 8:48 PM.

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Board Secretary



**BOARD OF EDUCATION  
MEETING MINUTES**

**SPECIAL MEETING**

**MINUTES**

**August 20, 2024**

**OPENING**

A Special Meeting of the Board of Education, located at the Kurzman Administrative Services – Crary Campus, 501 N. Cass Lk. Rd., was called to order by President Ristich at 7:03 PM.

**PLEDGE**

The Board of Education led the Pledge of Allegiance.

**ROLL**

Present: Members Josselyn, Petrusha, Ristich, Donohue, Wagner and Torres (7:17PM)

Absent: Member Sutherland

Others: Darin Holley, Susan File, Sandy Elka, Amy Dagenhardt, and Megan Roberts

**APPROVAL OF THE AGENDA**

The agenda was approved as printed.

**CLOSED SESSION**

By roll call vote, the Board of Education recessed to Closed Session at 6:35 PM for the purpose of discussing bargaining strategy, in accordance with Section 8(c) of the OMA.

Josselyn (Yes), Ristich (Yes), Petrusha (Yes), Donohue (Yes), Wagner (Yes)

**RECONVENE**

The Special Meeting was reconvened by President Ristich at 9:45 PM.

**PUBLIC COMMENT**

There were no public comments.

**ADJOURNMENT**

The Special Meeting was adjourned by President Ristich at 9:45 PM.

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Board Secretary



## BOARD OF EDUCATION MEETING MINUTES

### SPECIAL MEETING

#### MINUTES

August 22, 2024

#### OPENING

A Special Meeting of the Board of Education, located at the Kurzman Administrative Services – Crary Campus, 501 N. Cass Lk. Rd., was called to order by President Ristich at 6:35 PM.

#### PLEDGE

The audience joined the Board in the Pledge of Allegiance

#### ROLL CALL

Present: Members Josselyn, Ristich, Donohue, Sutherland, and Wagner

Absent: Members Petrusha and Torres

Others: Darin Holley, Susan File, Sandy Elka, Megan Roberts, Elizabeth McGregor, Andrea Bratton and others who did not register.

#### APPROVAL OF THE AGENDA

The agenda was approved as printed.

#### PUBLIC COMMENT

There were no public comments.

#### NEW BUSINESS

- a. Superintendent's Recommendation 19-24-25 Relative to GSRP/Head Start Grant Proposal

Waterford School District received a structural increase in grant revenue for GSRP in the amount of \$618,783 and \$60,000 for Head Start. Moved by Member Donohue and supported by Member Wagner that the Board of Education approve the proposal presented for the allocation of funds.

##### Stepanski Assistant/Associate Teacher Wages

- Create Two Wage Scales for Experience
  - 1st Scale - High School Diploma with Compliance Plan
    - \$16.00 - \$18.25 six steps
  - 2nd Scale - CDA, Associates Degree ECE or ECD, Bachelor Degree Elementary Education, ECE or ECD
    - \$17.50 - \$19.75 six steps
  - Offer Single Health Care Benefits
- Add Program Specialist Position – Master's Degree Required
  - Non-Affiliated Employee (NAE) - \$68,000-\$78,000
  - Total Package Estimate: \$119,700

- Increase Current Early Childhood Specialist (ECS) Wage
  - Increase to \$35-\$40, dependent on years of experience
  
- One-time Stipend for GSRP Lead Teachers
  - Based on the number of students in the classroom, maximum \$5,000 per teacher
  - Total cost estimated at \$121,625

Total Funding Allocated:  
\$464,442 - GSRP  
\$52,557 - Head Start

Ayes: Members Donohue, Josselyn, Ristich, Wagner and Sutherland

Nays: None

Motion carried. (5-0)

## **ADJOURNMENT**

The Special Meeting was adjourned by President Ristich at 6:38 PM.

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Board Secretary





**COMMITTEE OF THE WHOLE**

**September 5, 2024**

**OPENING**

The Committee of the Whole (COW) Meeting of the Waterford School District Board of Education, held at the Kurzman Administration Services – Crary Campus, 501 N. Cass Lake Road, Waterford, Michigan, was called to order by President Ristich at 6:38 p.m.

**PLEDGE**

The audience joined the Board of Education in the Pledge of Allegiance.

**ROLL CALL**

Present: Members Ristich, Donohue, Wagner, Sutherland, Petrusha, Josselyn, and Torres

Absent: None

Others: Darin Holley, Sarah Davis, Sandra Elka, Susan File, Nadine Milostan, Jim Beaver, Steve Wolf, Mary Craite, Joseph Humphry, Cheryl Campbell, Robin McGregor, Elizabeth McGregor, and Megan Roberts

**APPROVAL OF THE AGENDA**

The agenda was approved as printed.

**PUBLIC COMMENTS**

There were no public comments.

**DISCUSSION ITEMS**

a. Safety & Security

James Beaver, Director of Safety, Security, & Health, shared an update for discussion on safety and security in our schools. In 2022, SEC conducted a district-wide security assessment, providing a comprehensive physical site assessment of all buildings. Additionally, building administration and security were interviewed and policies were reviewed and revised.

During the 2023-2024 school year, ALICE training was completed for all new teacher hires and Behavioral Assessment training occurred. Critical incident mapping was completed and a number of cameras were installed and/or repaired. The District implemented a software contract for ALICE and Safe Schools training is ongoing. We also completed Cyberforce testing and action has been taken to address issues identified in the report.

Training:

- Behavioral Threat Assessment & Management (BTAM) training continues and on September 25, for 20 staff, including administration, counselors, social workers, psychologist, Police Liaison and School Safety Coordinators.
- Since school started, approximately 55% of staff have completed ALICE training on Navigate 360
- Over 60% have completed Safe Schools training, which includes the following courses:
  - Title IX Compliance
  - Cyber Security Overview
  - Bullying: Recognition & Response
  - Child Abuse: Mandatory Reporting
  - Seclusion & Restraint Awareness
  - Blood-borne Pathogen Exposure Prevention

Procedures:

- The Emergency Operations Plan has been updated and an electronic document will be available for staff online.
- Emergency Evacuation Binds will be in all classrooms to ensure continuity through the district and an instructional video will be shared with staff.
- The first lockdown drill will be completed by all schools by September 6, 2024.
- Kelsey Little, BSN RN, HealthBar, is serving as our new School Nurse Consultant.
- We have a new Police Liaison Officer at Mott High School

Equipment:

- Cameras (Mott, Schoolcraft, Riverside and Buses)
- PA Assessment
- Security Window Film

b. Goals

President Ristich facilitated a discussion with the new Cabinet team surrounding the 2024 Superintendent Evaluation Goals:

- Increase academic achievement, demonstrated by growth on NWEA.
- Strengthen and align curriculum, demonstrated by progress on the dashboard.
- Increase student engagement in athletics and performing arts.
- School counselors will increase engagement with students in order to develop and support both educational opportunities and social/emotional growth.

Although the budget and structural deficit is not identified as a goal for 2024, it will remain a focus for the administrative team, along with attracting retaining students. It was also noted that we need to identify and address the opportunity for free community college.

**CLOSED SESSION**

By Roll Call Vote, the Board recessed to Closed Session at 7:45 p.m. in accordance with Section 8(c) of the Open Meetings Act, to discuss bargaining strategy.

Roll Call Vote: Torres (Yes), Petrusha (Yes), Sutherland (Yes), Ristich (Yes), Donohue (Yes), Wagner (Yes), and Josselyn (Yes)

**RECONVENE**

The COW meeting was reconvened at 9:19 p.m.

Moved by Member Wagner and supported by Member Josselyn to amend the agenda to add recommendation 19-24-25 relative to Stepanski Early Childhood Center Child Care wages for board action.

Moved by President Ristich and supported by Member Donohue that the Board of Education approve recommendation 19-24-25 relative to Stepanski Early Childhood Center Child Care wages as follows:

- Increase Coordinator and Assistant wages by \$2.00/hour to be competitive with surrounding public and private child care centers
- Increase Coordinator wages from \$19.15/hr to \$21.15/hr on top step
- Increase Assistant wages from \$16.25/hr to \$18.25/hr on the top step
- Revenue from increasing child care enrollment to 80 students will cover the increase in proposed staff and wages
- Staffing will be scheduled based on the number of students attending and hours of usage monthly

Ayes: Members Petrusha, Torres, Ristich, Sutherland, Wagner, Donohue and Josselyn

Nays: None

Motion carried. (7-0)

**ADJOURNMENT**

President Ristich adjourned the COW meeting at 9:22 p.m.



**BOARD OF EDUCATION  
MEETING MINUTES**

**SPECIAL MEETING**

**MINUTES**

**September 17, 2024**

**OPENING**

A Special Meeting of the Board of Education, located at the Kurzman Administrative Services – Crary Campus, 501 N. Cass Lk. Rd., was called to order by President Ristich at 6:30 PM.

**PLEDGE**

The Board of Education led the Pledge of Allegiance.

**ROLL**

Present: Members Josselyn, Petrusha, Sutherland, Ristich, Donohue, Wagner and Torres

Absent: None

Others: Jay Bennett, Tiana Gass, Phill Repphun, and Megan Roberts

**APPROVAL OF THE AGENDA**

The agenda was approved as printed.

**PUBLIC COMMENT**

There were no public comments.

**SUPERINTENDENT SEARCH**

a. Stakeholder Input

Jay Bennett, MASB, shared the results of the community input sessions and the community survey.

b. Selection Criteria

Jay Bennett, MASB, facilitated discussion with the Board of Education to develop the selection criteria for the superintendent candidates. A copy of the finalized criteria are on file with the original minutes.

**ADJOURNMENT**

The Special Meeting was adjourned by President Ristich at 8:03 PM.

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Board Secretary

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 North Cass Lake Road  
Waterford, MI 48328

ITEM NO:  
TOPIC: ACCOUNTS PAYABLE FOR AUGUST 2024

RECOMMENDATION: It is recommended that the Board of Education approve the Check/Electronic Funds Transfer Register for the month of August 2024 as listed on pages 1-196, and the P-Card Account Statement listed on the last six pages.

## EXPENDITURES BY DISBURSEMENT TYPE:

## 1. ACCOUNTS PAYABLE (CHECKS)

General Fund/Pooled Cash	\$ 2,516,652.68
Special Ed Center Program	9,730.73
Community Service Fund	76,651.65
Food Service Fund	107,994.92
Debt Service Fund	-
Capital Projects: 2016 Series IV	-
Capital Projects: 2020 Series I	-
Capital Projects: 2020 Series II	1,095,292.15
Student Activity	40,023.77
<b>TOTAL ACCOUNTS PAYABLE</b>	<b>\$ 3,846,345.90</b>

## 2. PAYMENTS BY WIRE OR ACH:

8/1/2024	Arbiter Pay-Mott HS	8,000.00
8/1/2024	Arbiter Pay-Kettering HS	8,000.00
8/2/2024	5/3 Bank Card Fees-Merchant	100.54
8/2/2024	Authnet Gateway Billing	48.40
8/5/2024	Food Service PayPal Payment Fees	25.00
8/7/2024	Office of Retirement Service Payroll 7/26/2024	109,164.09
8/7/2024	Office of Retirement Service Payroll 7/26/2024	797,889.48
8/7/2024	Office of Retirement Service Payroll 7/26/2024	1,018,944.70
8/9/2024	Edustaff Contracted Substitutes/Staff	30,602.79
8/9/2024	5/3 Bank Merchant ACH-MPS Billing	329.73
8/9/2024	5/3 Bank Food Service ACH-MPS Billing	62.45
8/12/2024	Food Service Magic Wrighter	34.95
8/21/2024	Office of Retirement Service Payroll 8/9/2024	99,888.28
8/21/2024	Office of Retirement Service Payroll 8/9/2024	751,152.73
8/23/2024	Edustaff Contracted Substitutes/Staff	22,891.47
8/27/2024	5/3 Bank Purchasing Cards - July Expenses	25,628.89
<b>TOTAL WIRES OR ACH</b>		<b>\$ 2,872,763.50</b>

## TOTAL DISBURSEMENTS AUGUST 2024

**\$ 6,719,109.40**

RATIONALE: Invoices have been processed by Accounts Payable and Purchasing per requisitions submitted by various departments.

BUDGETARY INFORMATION: All within prescribed budget allocations.

EXHIBITS: Attached Schedule.

## RESOURCE PERSON(S):

Sandra Elka, Assistant Superintendent of Business & Operations  
Amy Dagenhardt, Director of Finance & Budget  
Date of Board of Education Meeting: SEPTEMBER 19, 2024

**WATERFORD SCHOOL DISTRICT  
STATEMENT OF REVENUES AND EXPENDITURES  
GENERAL FUND  
FOR THE SECOND MONTH AUGUST 2024**

<u>REVENUE</u>	<u>BUDGET</u>	<u>ACTUAL PLUS ENCUMBRANCE</u>	<u>PERCENT OF BUDGET</u>
LOCAL			
PROPERTY	\$ 14,261,022	\$ 4,147,177	29.1%
OTHER	2,025,311		0.0%
TOTAL	16,286,333	4,147,177	25.5%
STATE			
MEMBERSHIP AID	52,301,250	5,387,029	10.3%
CATEGORICAL AID	35,023,799	3,607,451	10.3%
TOTAL	87,325,049	8,994,480	10.3%
FEDERAL	9,837,327	2,484,267	25.3%
INCOMING TRANSFER	7,556,786	1,259,464	16.7%
TOTAL REVENUE	\$ 121,005,495	\$ 16,885,388	14.0%

**EXPENDITURES**

INSTRUCTION:			
ELEMENTARY	12,504,229	600,223	4.8%
MIDDLE SCHOOL	4,477,784	199,905	4.5%
HIGH SCHOOL	7,201,843	451,701	6.3%
SUMMER SCHOOL	98,452	12,111	12.3%
EARLY CHILDHOOD	2,117,519	80,474	3.8%
SPECIAL ED	13,747,704	456,442	3.3%
COMP ED	2,981,698	118,181	4.0%
VOC ED	960,840	70,755	7.4%
TOTAL INSTRUCTION	44,090,069	1,989,793	4.5%
SUPPORT SERVICE:			
PUPIL SERVICE	11,068,436	355,858	3.2%
INSTR STAFF	2,390,628	438,413	18.3%
GENERAL ADM	1,224,644	309,449	25.3%
SCHOOL ADM	4,211,178	365,860	8.7%

BUSINESS	15,593,620	7,264,865	46.6%
CENTRAL	28,560,103	3,220,751	11.3%
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TOTAL SUPPORT	63,048,609	11,955,195	19.0%
OTHER:			
ATHLETICS	1,827,182	157,913	8.6%
COMMUNITY SERVICE	58,852	534	0.9%
FEDERAL PROGRAMS	10,140,406	2,560,804	25.3%
DEBT	527,667	-	0.0%
INTERFUND TRANSFERS	890,000	148,333	16.7%
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TOTAL OTHER	13,444,107	2,867,585	21.3%
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TOTAL EXPENDITURES	\$ 120,582,785	\$ 16,812,573	13.9%
REV. OVER/(UNDER) EXP.	<u>\$ 422,710</u>	<u>\$ 72,815</u>	

This Report	\$ 16,812,573.04
Less non recorded	<u>(148,333.00)</u>
	\$ 16,664,240.04
FS MU Report	<u>\$ 16,664,240.04</u>
	(0.00)
Business Backouts s/b Zero	<hr/>

**WATERFORD SCHOOL DISTRICT  
SUPPORT STAFF REPORT  
SEPTEMBER 2024**

<b>CONTRACT CHANGES/RESIGNATIONS</b>
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<p>Wall, Tianna – GSRP Associate Teacher (NAE) Stepanski Early Childhood Center Termination Effective: August 1, 2024</p> <p>Lopez, Daniela – GSRP Associate Teacher (NAE) Stepanski Early Childhood Center Termination Effective: August 2, 2024</p> <p>Harwood, Cammie – Secretary PT (MESPA I) Administration Building Termination Effective: August 6, 2024</p> <p>Martin, Jeannie – Special Education Paraprofessional (NAE) Stepanski Early Childhood Center Termination Effective: August 8, 2024</p> <p>Poniatowski, Samantha – GSRP Associate Teacher (NAE) Stepanski Early Childhood Center Termination Effective: August 8, 2024</p> <p>Harding, Isabella – Special Education Paraprofessional (NAE) Mott High School Termination Effective: August 12, 2024</p> <p>Nolan, Ryan – Special Education Paraprofessional (NAE) Stepanski Early Childhood Center Termination Effective: August 12, 2024</p> <p>Keehn, Faith – Building Support (NAE) Cooley Elementary School Termination Effective: August 12, 2024</p> <p>Flatau, Timm – Instructional Aide (MESPA II) Kingsley Montgomery School Termination Effective: August 14, 2024</p> <p>Panther, Christina – Building Support (NAE) Houghton Elementary School Termination Effective: August 14, 2024</p> <p>Connell, Kristine – GSRP Teacher (NAE) Stepanski Early Childhood Center Termination Effective: August 16, 2024</p>	<p>Sutterfield, Jodi – Food Service Assistant (MESPA III) Senior Center Termination Effective: August 16, 2024</p> <p>Molter, Melinda – Cook/Manager/Trainer (MESPA III) Durant High School Termination Effective: August 19, 2024</p> <p>Meyerdirk, Emily – Special Education Paraprofessional (NAE) Haviland Elementary School Termination Effective: August 21, 2024</p> <p>Antoon, Nickie – Early Childhood Specialist (NAE) Stepanski Early Childhood Center Termination Effective: August 23, 2024</p> <p>Bell, Andre – Building Support (NAE) Mott High School Termination Effective: August 26, 2024 *ONBOARDED BUT NEVER STARTED*</p> <p>Reagen, Laurie – Building Support (NAE) Haviland Elementary School Termination Effective: August 26, 2024 *ONBOARDED BUT NEVER STARTED*</p> <p>Benavides, Taylor – Childcare Assistant (NAE) Schoolcraft Elementary School Termination Effective: August 30, 2024</p> <p>Mayweather-Getter, Viola – Building Support (NAE) Cooley Elementary School I Termination Effective: August 30, 2024</p>
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**CONTRACT CHANGES/APPOINTMENTS**

Glass, Arabella – Lifeguard/Student Worker (NAE)  
Kettering/Mott High School Pool & Fitness Center  
Effective Date: August 12, 2024

Bragg, Lori – Food Service Assistant (MESPA III)  
Houghton Elementary School  
Effective Date: August 19, 2024

Brendel, Alicia – GSRP Associate Teacher (NAE)  
Stepanski Early Childhood Center  
Effective Date: August 19, 2024

Brown, Robert – Bus Driver Substitute (NAE)  
Transportation  
Effective Date: August 19, 2024

DeRoven, Marcey – Food Service Assistant (MESPA III)  
Kettering High School  
Effective Date: August 19, 2024

Hudson, Nicole – Secretary (MESPA I)  
Mason Middle School  
Effective Date: August 19, 2024

Martin, Kimberly – Building Support (NAE)  
Stepanski Early Childhood Center  
Effective Date: August 19, 2024

Petrusha, Jessica – GSRP Associate Teacher (NAE)  
Stepanski Early Childhood Center  
Effective Date: August 19, 2024

Root, Sara – GSRP Teacher (NAE)  
Stepanski Early Childhood Center  
Effective Date: August 19, 2024

Salisbury, Katherine – Headstart Assistant Teacher (NAE)  
Stepanski Early Childhood Center  
Effective Date: August 19, 2024

Sutton, Sarah – Food Service Assistant (MESPA III)  
Mason Middle School  
Effective Date: August 19, 2024

Wade, Judy – Food Service Assistant (MESPA III)  
Mason Middle School  
Effective Date: August 19, 2024

Pless, Melissa – Library Technician (MESPA II)  
Donelson Hills & Knudsen  
Effective Date: August 20, 2024

Benoit, Dianne – Instructional Aide (MESPA II)  
Kingsley Montgomery School  
Effective Date: August 21, 2024

Draving, Ashleigh – Instructional Aide (MESPA II)  
Kingsley Montgomery School  
Effective Date: August 21, 2024

Tyler, Kristine – Instructional Aide (MESPA II)  
Kingsley Montgomery School  
Effective Date: August 21, 2024

Barton, Sarah – Food Service Assistant (MESPA III)  
Mason Middle School  
Effective Date: August 26, 2024

Bell, Andre – Building Support (NAE)  
Mott High School  
Effective Date: August 26, 2024  
\*ONBOARDED BUT NEVER STARTED\*

Beya, Rachel – Behavior Support Specialist (NAE)  
Administration Building  
Effective Date: August 26, 2024

Block, Kathryn – Special Education Paraprofessional (NAE)  
Houghton Elementary School  
Effective Date: August 26, 2024

Burns, Amanda – Special Education Paraprofessional (NAE)  
Riverside Elementary School  
Effective Date: August 26, 2024

Dunsmore, Elizabeth – Special Education Paraprofessional (NAE)  
Riverside Elementary School  
Effective Date: August 26, 2024

Eden, Jessica – Child Care Assistant (NAE)  
Stepanski Early Childhood Center  
Effective Date: August 26, 2024

Geffert, Marie – Behavior Support Specialist (NAE)  
Administration Building  
Effective Date: August 26, 2024

Gibson, Lawanda – Building Support (NAE)  
Cooley Elementary School  
Effective Date: August 26, 2024



Green, Courtney – Building Support (NAE)

Grayson Elementary School

Effective Date: August 26, 2024

Huffman, Patricia - Building Support (NAE)

Haviland Elementary School

Effective Date: August 26, 2024

Martin, Ariana – Special Education Paraprofessional (NAE)

Pierce Middle School

Effective Date: August 26, 2024

Martinez, Cristina – Building Support (NAE)

Haviland Elementary School

Effective Date: August 26, 2024

McKervey, Madison – Academic Paraprofessional (NAE)

Houghton Elementary School

Effective Date: August 26, 2024

Reagen, Laurie – Building Support (NAE)

Haviland Elementary School

Effective Date: August 26, 2024

\*ONBOARDED BUT NEVER START\*

Russell, Linda - Special Education Paraprofessional (NAE)

Haviland Elementary School

Effective Date: August 26, 2024

Tristan, Gabrielle – Building Support (NAE)

Donelson Hills Elementary School

Effective Date: August 26, 2024

Walker, Allante – Building Support (NAE)

Beaumont Elementary School

Effective Date: August 26, 2024

Resource Person(s): Susan K. File, Executive Director of Human Resources

Date of Board of Education Meeting: September 19, 2024

WATERFORD SCHOOL DISTRICT  
 Board of Education  
 501 N Cass Lake Road  
 Waterford, Michigan 48328

ITEM NO.:	Consent Agenda
TOPIC :	Retirements/Resignations/Leave of Absence Expirations

It is recommended that the Board of Education accept the following resignation(s)/retirement(s):

Abboud, Amber - Teacher  
 Location: Mason Middle School  
 Resignation  
 Effective: August 12, 2024

Schultz, Amanda – Teacher  
 Location: Haviland Elementary  
 Resignation  
 Effective: August 21, 2024

Debano, Brian – Teacher  
 Location: Kettering High School  
 Resignation  
 Effective: August 21, 2024

Tyrrell, Emily – Teacher  
 Location: Riverside Elementary  
 Resignation  
 Effective: September 13, 2024

Danforth, Carrie - Counselor  
 Location: Mott High School  
 Resignation  
 Effective: August 20, 2024

Unkel, Breezy – Social Worker  
 Location: Mason Middle School  
 Resignation  
 Effective: September 13, 2024

Dixon, Yvonne – Director  
 Location: Kurzman Administration  
 Retirement  
 Effective: August 30, 2024

Winkelmann, Rachel – Teacher  
 Location: Haviland Elementary  
 Resignation  
 Effective: August 16, 2024

Henry, Jill – Teacher  
 Location: Multiple Elementary Schools  
 Resignation  
 Effective: August 12, 2024

Yasso, Jazmine – Teacher  
 Location: Houghton Elementary  
 Resignation  
 Effective: September 6, 2024

Lomeier, Emma – Teacher  
 Location: Beaumont Elementary  
 Resignation  
 Effective: August 15, 2024

Mendieta, Marcia – Teacher  
 Location: Haviland Elementary  
 Retirement  
 Effective: November 15, 2024

Rusher, Christopher – Teacher  
 Location: Mott High School  
 Resignation  
 Effective: August 19, 2024

Resource Person(s): Susan K. File, Executive Director of Human Resources

Date of Board of Education Meeting: September 19, 2024

CONSENT

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N Cass Lake Road  
Waterford, Michigan 48328

ITEM NO.:	Consent Agenda
TOPIC:	Teaching Contract Changes/Appointments

It is recommended that the Board of Education approve the following teaching contract changes and appointments for the 2024-2025 school year:

Blue, Jane – Teacher *Replacing: Skylar Harris (xfer)*  
Location: Mason Middle School  
Effective: August 23, 2024  
Probationary Contract

Gutman, Zachary – Teacher *Replacing: New Music Section Approved*  
Location: Multiple Elementary Schools  
Effective: August 19, 2024  
Probationary Contract

Murray, Kathryn – Teacher *Replacing: Amanda Schultz*  
Location: Haviland Elementary School  
Effective: September 9, 2024  
Probationary Contract

Nevins, Shannon – Teacher *Replacing: Ann Marie Mausolf*  
Location: Mason Middle School  
Effective: August 19, 2024  
Probationary Contract

Scott, Pete - Teacher *Replacing: Amber Abboud*  
Location: Mason Middle School  
Effective: August 22, 2024  
Probationary Contract

Sheldrake, Alexandria – Teacher *Replacing: Aaron Degner*  
Location: Mason Middle School  
Effective: August 20, 2024  
Probationary Contract

Stevenson, Walter – Counselor *Replacing: Kim Rhein*  
Location: Durant High School  
Effective: August 19, 2024  
Probationary Contract

Valden, Arnold – Teacher *Replacing: Russell Casey*  
Location: Kettering High School  
Effective: August 19, 2024  
Probationary Contract

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N. Cass Lake Road  
Waterford, Michigan 48328

ITEM NO.: Consent Agenda

TOPIC: Reinstatement of Student C-24-25

In keeping with Michigan law, a committee consisting of school board members, a school administrator, teacher and parent of a pupil in the district reviewed a petition for the reinstatement of Student C-24-25, who was previously expelled by the Waterford School District. After reviewing all facts and information in the matter and considering applicable State law, it is recommended that the Board of Education reinstate Student C-24-25, with conditions.

Resource Person(s): Darin Holley, Interim Superintendent

Date of Board of Education Meeting: September 19, 2024

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N. Cass Lake Road  
Waterford, Michigan 48328

ITEM NO.: Consent Agenda  
TOPIC: Reinstatement of Student D-24-25

In keeping with Michigan law, a committee consisting of school board members, a school administrator, teacher and parent of a pupil in the district reviewed a petition for the reinstatement of Student D-24-25, who was previously expelled by the Waterford School District. After reviewing all facts and information in the matter and considering applicable State law, it is recommended that the Board of Education

\_\_\_reinstatement Student D-24-25, with conditions.

\_\_\_deny the reinstatement of Student D-24-25

Resource Person(s): Darin Holley, Interim Superintendent

Date of Board of Education Meeting: September 19, 2024

INFORMATION

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N. Cass Lake Road  
Waterford, Michigan 48328

ITEM NO.:	Information Item (a)
TOPIC:	Parent Advisory Committee (PAC)

The Waterford School District Parent Advisory Committee (PAC) is made up of parents of children with disabilities. The PAC meets on a regular basis with the Executive Director of the Student Support Services Department to discuss, give feedback and advice on the special education programs and services within the district. The purpose statement of the PAC is, "Collectively grow a family and school partnership that fosters mutual capacity, involvement, communication, relationship, and collaboration around students with disabilities." The members of the PAC work hard to stay knowledgeable about changes and issues in special education. Here tonight are our PAC representatives, Meghan Howie & Kelly Harned to tell you a little more of how they support our families of students with Individualized Family Service Plans and Individualized Education Plans.

Resource Persons: Nadine Milostan, Executive Director, Student Support Services

Date of Board of Education Meeting: September 19, 2024

WATERFORD SCHOOL DISTRICT  
Board of Education  
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Waterford, Michigan 48328

ITEM NO.:	Information Item (b)
TOPIC:	Special Olympics

The Waterford Griffins Special Olympics team is a diverse group of dedicated athletes who compete in a variety of sports, including track and field, basketball, bowling and snowshoeing. Our team members come from all walks of life, but they share a common passion for sports and a desire to challenge themselves. This exceptional program has had a profound impact on the lives of our student-athletes, fostering inclusion, building self-esteem, and providing opportunities for personal growth. Their participation in Special Olympics aligns perfectly with the district's mission to provide a comprehensive education that equips all students with the tools they need to succeed.

Over the last several years, the Griffins have achieved remarkable success in Special Olympics competitions, both locally and regionally. Our athletes have consistently medaled in their respective events, earning recognition for their hard work, dedication, and skill. One of the most inspiring aspects of our Special Olympics program is the way it fosters a sense of belonging and camaraderie among our athletes. Through training, competition, and social activities, our team members develop strong bonds and friendships that extend beyond the playing field. Here tonight are Kristin Robinson, Life Tracks Program Coordinator & Coach Melissa Morse and some of our athletes to share with you an update of their accomplishments.

Resource Persons: Nadine Milostan, Executive Director, Student Support Services

Date of Board of Education Meeting: September 19, 2024

INFORMATION

WATERFORD SCHOOL DISTRICT  
Board of Education  
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ITEM NO.:	Information Item (c)
TOPIC:	2024-2025 Back to School Video

Sarah Davis, Director of Communications and Community Relations, will celebrate the 2024-2025 school year with a special Back to School video.

Resource Persons: Sarah Davis, Director of Communication & Community Relations

Date of Board of Education Meeting: September 19, 2024



INFORMATION

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N. Cass Lake Road  
Waterford, Michigan 48328

ITEM NO.: Information Item (d)

TOPIC: Stepanski Snapshot

Sarah Davis, Director of Communication and Community Relations, will provide an update regarding the new Stepanski Early Childhood Center following the Grand Opening Celebration, held Saturday, September 14, 2024.

Resource Persons: Sarah Davis, Director of Communication & Community Relations

Date of Board of Education Meeting: September 19, 2024

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N Cass Lake Road  
Waterford, Michigan 48328

ITEM NO.:	New Business (1) Superintendent's Recommendation 20-24-25
TOPIC:	Certification of Delegates: MASB Delegate Assembly

The Michigan Association of School Boards (MASB) Delegate Assembly is held annually in conjunction with the MASB Fall Conference. The Delegate Assembly provides direction to the Association and its offers through the adoption of resolutions. All resolutions adopted by the Delegate Assembly become the official position of MASB as interpreted and pursued by the board of directors.

It is recommended that the Board of Education certify Pat Donohue as the Waterford School District MASB Delegate, representing the Board of Education at the Delegate Assembly.

Resource Person: Interim Superintendent, Darin Holley

Board of Education Meeting: September 19, 2024

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N. Cass Lake Road  
Waterford, Michigan 48328

ITEM NO.:	NEW BUSINESS (1) Superintendent's Recommendation 21-24-25
TOPIC:	National Principals Month Resolution

It is recommended that the Board of Education approve the following resolution in recognition and support of National Principals Month, October 2024.

WHEREAS October 2024 is declared National Principals Month; in coordination with the efforts of the National Association of Elementary School Principals, the American Federation of School Administrators, and the National Association of Secondary School Principals, working with the U.S. Congress, to designate "National Principals Month" and resolutions thereof;

WHEREAS the vision, dedication, and determination of a principal provides the mobilizing force behind any school reform effort; and

WHEREAS principals are expected to be educational visionaries, instructional leaders, assessment experts, disciplinarians, community builders, public relations experts, budget analysts, facility managers, special programs administrators, and guardians of various legal, contractual, and policy mandates and initiatives, as well as being entrusted with the education and development of young people, the most valuable resource; and

WHEREAS principals set the academic tone for their schools and work collaboratively with teachers to develop and maintain high curriculum standards, develop mission statements, and set performance goals and objectives for schools to achieve educational excellence; and

WHEREAS to honor and recognize the contribution of all school principals and assistant principals at all grade levels to the success of students in Waterford School District; and to encourage residents to observe "National Principals Month" with appropriate ceremonies and activities that promote awareness of school leadership's role in ensuring that every child has access to a high-quality education.

BE IT RESOLVED, in honor of the service of all elementary, middle and high school principals, and to recognize the importance of their school leadership so that every child has access to a high-quality education, and to celebrate school leader accomplishments, the month of October 2024 is hereby recognized as "National Principals Month."

Resource Person(s) Darin Holley, Interim Superintendent

Date of Board of Education Meeting: September 19, 2024

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N. Cass Lake Road  
Waterford, Michigan 48328

ITEM NO.:	NEW BUSINESS (3) Superintendent's Recommendation 22-24-25
TOPIC:	National School Bus Safety Week Resolution

It is recommended that the Board of Education approve the following resolution in recognition and support of School Bus Safety Week, October 21-25, 2024.

WHEREAS, the Waterford Board of Education recognizes that the importance of protecting the safety of Waterford's school children extends beyond the classroom walls and the school building; and

WHEREAS, the Board has great respect for the accomplishments of school bus drivers, mechanics, supervisors, and all school transportation personnel in providing the safest transportation possible for children to and from school and home; and

WHEREAS, coordinating the countless routes over so many miles and supervising the dozens of students on each vehicle, requires an outstanding effort put forth by these exemplary professionals who have devoted their careers to transporting our children safely; and

WHEREAS, the Board continues to recognize and to take great pleasure in commending the men and women who accept and meet the challenge of school transportation; now therefore, be it

RESOLVED, that the week of October 21-25, 2024, is recognized as National School Bus Safety Week; and be it further

RESOLVED, that this week be devoted to the recognition of everyone who contributes to the successful operation of our nation's school buses; and be it finally

RESOLVED, that this special week serve as a fitting time to urge all Waterford drivers to become more aware of school bus safety regulations and encourage all citizens to be alert and drive carefully near school buses.

Resource Persons: Darin Holley, Interim Superintendent

Date of Board of Education Meeting: September 19, 2024

WATERFORD SCHOOL DISTRICT  
Board of Education  
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Waterford, Michigan 48328

ITEM NO.:	New Business b (1) President's Recommendation 23-24-25
TOPIC:	Interim Superintendent Agreement Extension

It is recommended that the Board of Education approve an extension amendment of the current agreement with the Interim Superintendent to remain in effect until a superintendent is in place.

Resource Person: Michael Ristich, Ph.D., Board President

Board of Education Meeting: September 19, 2024