CALL TO ORDER
The regular meeting of the Crestwood School District held on Monday, December 16, 2019 in the Riverside Middle School library, located at 25900 W. Warren, Dearborn Heights, Michigan, was called to order by Board President, Mrs. Donna Ancinec at 7:27 p.m.

Members Present: Donna Ancinec, Nadia Berry, Salwa Fawaz, Ed Garcia, Sue Kaminsky, Colleen Krizanic, Lynne Senia

Members Absent: None

APPROVAL OF CONSENT AGENDA
Mrs. Ancinec requested Board of Education approval of the items on the Consent Agenda which included:

- December 16, 2019 Board Agenda
- The minutes from the Study Session on Monday, November 25, 2019;
- The minutes from the Regular Meeting on Monday, November 25, 2019;
- The minutes from the Special Meeting on Wednesday, December 4, 2019;
- The minutes from the Policy/Handbook Subcommittee Meeting on Monday, December 9, 2019; and
- The Check Register dated November 1 through November 30, 2019.

Moved Ms. Senia, supported by Mr. Garcia to approve the Consent Agenda as presented.

Ayes: Ancinec, Berry, Fawaz, Garcia, Kaminsky, Krizanic, Senia
Nays: None
Motion Carried: 7-0

PERSONNEL REPORT

NARRATIVE
Interviews for the Director of Business, Director of Compensatory Education, and Director of Human Resources/Student Services were conducted on November 25, 2019. The interview process was shared and communicated with all members of the interview team. The process consisted of a 25 minute interview, the same set of questions for each candidate based on their candidacy, and a rubric to rank candidates one (1) through four (4) with four (4) being the highest. Additionally, all candidates were to only receive positive comments.

There was an opportunity after each candidate to have a five (5) minute discussion between the interviewers. Moreover, each interviewer could add questions to the form that I, the Superintendent, could ask the candidate if they were invited back for a second interview.

Second interviews were based on the candidate’s final ranking from the interview committee. The final recommendation to the Board of Education is based on the ranking of the candidates, the input from the interview committee and the final interview with me the Superintendent.

Based on the rankings, comments and the final interviews I am recommending the following:
DIRECTOR OF BUSINESS AND OPERATIONS RECOMMENDATION – PENELlope MORGAN

In the rankings, Ms. Morgan received a ranking of 3.7 out of 4.0. The individual who came in second was at a ranking of 3.1. Ms. Morgan not only outranked all other candidates, she was well received by the committee as someone who can come into Crestwood School District with a background in school finance and immediately make a positive difference.

Ms. Morgan holds a Master’s degree in Business Administration from Wayne State University, a teaching certificate from Eastern Michigan University, and a Bachelor of Arts in International Studies from the University of Michigan-Dearborn. Ms. Morgan has extensive experience working in business and operations in school districts. She started her career in 1994 at Willow Run Schools and is currently the Chief Financial Officer with Taylor Public Schools. Ms. Morgan also has experience with bonds, millages, grant funding, negotiations, and with deficit funding to enhance the development of the fund balance.

Ms. Morgan will be working closely with all of our schools, departments, and operations to assess our expenditure of funds and cost-effectiveness of programming and operations. We look forward to our future together to move Crestwood School District to the next level of excellence and beyond.

Moved by Mrs. Krizanic, supported by Mrs. Berry, that the Crestwood Board of Education approve the hiring of Ms. Penelope Morgan to serve as the Director of Business and Operations per Schedule 4.A.1.

Ayes: Ancinec, Berry, Fawaz, Garcia, Kaminsky, Krizanic, Senia
Nays: None
Motion Carried: 7-0

DIRECTOR OF HR/STUDENT SERVICES RECOMMENDATION – LINDA LAZAR

In the rankings, Mrs. Lazar received a ranking of 3.75 out of 4.0. The individual who came in second was at a ranking of 3.54. Mrs. Lazar not only outranked all other candidates, she was well received by the committee as someone who can come into Crestwood School District with a background in instruction and leadership to immediately make a positive difference.

Mrs. Lazar holds a Bachelor’s degree in Business with an emphasis in Human Resources from the University of Michigan-Dearborn, a teaching certificate from the University of Michigan-Dearborn, a Master’s degree in Education and ESL from Wayne State University, a Post-Master’s Certificate in Educational Leadership from the University of Michigan-Dearborn, and is currently a Ph.D. candidate for Educational Leadership with a dissertation study on Human Resources in Public Education at the University of Michigan-Dearborn. Mrs. Lazar has experience working in the private sector as she was a General Manager for Hilton Resorts and has extensive experience working in education. Mrs. Lazar comes to us from Dearborn Public Schools wherein she served as a teacher, an ESL/Title 1 Teacher Resource, an Assistant Principal, and a Principal. Mrs. Lazar also has experience and a background as a DFT Executive Board Member.

Mrs. Lazar will be working closely with all of our schools, departments, and operations to assess our systems and processes, to enhance our recruitment and retention plans, as well as our student discipline and intervention programming. Additionally, Mrs. Lazar will be supporting us on Curriculum Development and growth of the PLC Model. We look forward to our future together to move Crestwood School District to the next level of excellence and beyond.
DIRECTOR OF HR/STUDENT SERVICES
RECOMMENDATION – LINDA LAZAR cont

Moved by Mr. Garcia, supported by Ms. Senia, that the Crestwood Board of Education approve the hiring of Mrs. Linda Lazar to serve as the Director of HR/Student Services per Schedule 4.A.2.

Ayes: Ancinec, Berry, Fawaz, Garcia, Kaminsky, Krizanic, Senia
Nays: None
Motion Carried: 7-0

INFORMATIONAL ITEMS

There were no Informational Items from the Personnel Department.

BUSINESS REPORT

ACTION ITEMS/REQUEST TO PURCHASE TECHNOLOGY

Dennis Faletti, Riverside Middle School Principal, is requesting to purchase 80 laptop computers and 100 sets of headphones for the amount of $54,865.00. This would come from Title 1 funds. The laptops will be used for classroom use and will make it easier to conduct mass testing in the building; testing such as NWEA and M-Step. This is not for any individual, it is for building use.

All of the laptops being purchased are from the SPOT/REMC purchasing program, thus, they meet the State’s competitive bid requirements. The headphones are from the REMC Save Catalog for CDWG.

Moved by Mrs. Krizanic, supported by Mrs. Fawaz, that the Crestwood Board of Education approve the purchase of 80 laptop computers and headphones in the amount of $54,865.00. As per Attachment 5.A.1..

Ayes: Ancinec, Berry, Fawaz, Garcia, Kaminsky, Krizanic, Senia
Nays: None
Motion Carried: 7-0

INFORMATIONAL ITEMS

There were no Informational Items from the Business Department.

CURRICULUM REPORT

There were no Action Items or Informational Items from the Curriculum Department.

SPECIAL EDUCATION REPORT

There were no Action Items or Informational Items from the Special Education Department.

SUPERINTENDENT’S REPORT

Pursuant to federal requirements, a Noncriminal Justice Agency with access to Criminal History Record Information is required to have an information security policy and procedure in place. The Policy/Handbook Subcommittee met on Monday, December 9, 2019 to have a Noncriminal Justice Agency Criminal History Record Information Security and Procedure Policy completed and are asking that it be adopted as an addition to our existing Criminal History and Background Checks Policy.

Moved by Mrs. Kaminsky, supported by Mrs. Berry that the Crestwood Board of Education approve the Noncriminal Justice Agency Criminal History Record Information Security and Procedure Policy addition to the existing Criminal History and Background Checks Policy per Attachment 8.A.1.

Ayes: Ancinec, Berry, Fawaz, Garcia, Kaminsky, Krizanic, Senia
Nays: None
Motion Carried: 7-0
The 2019-2020 ESL Consultant Services Agreement is being presented for approval. The purpose of this agreement is to have a school improvement facilitator that will assist Crestwood School District with implementing an effective ESL program for ELL students in grades K-12.

Moved by Mrs. Fawaz, supported by Mrs. Krizanic, that the Crestwood Board of Education approve the 2019-2020 ESL Consultant Services Agreement as presented in Attachment 8.A.2.

Ayes: Ancinec, Berry, Fawaz, Garcia, Kaminsky, Krizanic, Senia
Nays: None
Motion Carried: 7-0

Parents and guardians are encouraged to register their children who will be five years of age by September 1, 2020 for kindergarten. Kindergarten registration will begin January 6, 2020 and will take place at the Board of Education office, which is located at 27235 Joy Rd. Parents will need to present several documents to register their children. The documents that can be used appear on the district’s website at www.csdm.k12.mi.us or can be picked up at the Board Office. Parents may also call our office for information at 278-0906.

Schools will close for Winter Recess at the end of the day on Friday, December 20, 2019. School will resume for all students on Monday, January 6, 2020. We wish all of our staff, students and community a safe and restful holiday season!

Dr. Youssef Mosallam addressed the board and community.

The public was given the opportunity for comments and/or questions.

Board members were given the opportunity for comments and/or questions.

Mrs. Ancinec requested a motion to adjourn.

Moved by Ms. Senia, supported by Mr. Garcia, to adjourn the meeting. The meeting was adjourned at 8:32 p.m.

Ayes: Ancinec, Berry, Fawaz, Garcia, Kaminsky, Krizanic, Senia
Nays: None
Motion Carried: 7-0

Respectfully submitted,

Lynne Senia, Secretary