



The School District of the City of Highland Park 5.24.2022

**SPECIAL MEETING
OF THE BOARD OF EDUCATION**

Held at: 45 East Buena Vista Street
Highland Park, MI 48203-3322

Tuesday, May 24, 2022
6:00 PM

APPROVED MINUTES

• **CALL TO ORDER** –

Meeting was called to order by President Shamayim Harris, 6:15 p.m.

• **ROLL CALL** –

Present: Mark Ashley Price, Member/Linda Wheeler, Member/ Janet Spight-White, Vice-Pres/ Lorne McGee,
Treasurer / Shamayim Harris, President

Absent: Cheryl Sanford, Secretary and Sergeant at Arms/ Anthony Askew, Member

QUORUM

• **MOMENT OF REFLECTION** –

President Harris

6:18 PM Member Mark Ashley Price exits meeting

• **PRESIDENT'S MESSAGE** –

President Harris - Members of the Board of Education will strive to improve education by Putting Children First. To that end, Board Members will remember that their first and greatest concern must be for the educational welfare of the students attending Barber Preparatory Academy.

• **COMMUNICATIONS** –

CEO Gibson stated there are no communications.

• **APPROVE MEETING AGENDA** –

Motion to Approve the Meeting Agenda:

President Harris entertained a motion to approve the Board of Education Agenda, so moved by VP Spight-White, seconded by Member Linda Wheeler.

Discussion: None

Roll call vote: Mark Ashley Price – exited/absent, Linda Wheeler– Yes, Janet Spight-White – Yes, Loren McGee – Yes, Shamayim Harris – Yes

MOTION PASSES: 4-1

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6:21 PM Member Mark Ashley Price re-enters meeting

- **PUBLIC COMMENTS (Agenda Items 3 Minutes Only)** –
CEO Gibson stated there are no public comments

- **NEW BUSINESS**

Administrator's Evaluations

Motion to Approve Hire a Contractor to Create Evaluations at \$200-\$350 Per Hour for 20 Hours

Vice-President Spight-White made a motion to approve the hiring of a contractor (Ms. Gully) to evaluate HPSD contractors on behalf of the BOE, seconded by Member Price.

Discussion: VP Spight-White informed that the MASE has evaluations for HPSD, but they do not work for our set-up. MASE encourages evaluations on all contractors to be performed once a year, and could assist, but Highland Park's structure is different from other school districts. Lorne McGee wants to know if evaluations are assigned a point system and will the evaluations be used as a tool for dismissal of HPSD contractors. According to VP Spight-White, Ms. Gully would look at all contracts and evaluate them and forward her results to the BOE. President Harris inquires about more detail for services including documentation. Pres. Harris asks about a proposal detailing the scope of services Ms. Gully will be providing, including but not limited to: process, the time it would take, and a more definitive cost. Member McGee wants to know if evaluations will be done on contractors who have contracts that will be ending within 90 days, if so, why spend money on a contractor that is leaving.

Roll call vote: Mark Ashley Price – Yes, Janet Spight- White – Yes, Linda Wheeler–Yes, Shamayim Harris- Abstained, needs more information to make an informed decision, Lorne McGee– Abstained, on the condition that VP Spight-White gathers more quotes to compare prices.

MOTION FAILS : 3-2

To Note- CEO Gibson states that this topic was given to the Policy and Bylaws Sub-Committee about a month ago to discuss, get proposals, and present them to CEO Gibson and the BOE.

Motion Every May for HPSD to Evaluate Contactors

Vice-President Spight-White made a motion to evaluate HPSD contractors every year beginning in the month of May, seconded by Member Price.

Discussion: CEO Gibson states that she did not receive itemized summaries from VP Spight-White that was stated in the minutes at a prior meeting. Member Wheeler is asking for an additional week so that the three summaries can be done and a special meeting can be called to vote. Pres. Harris discussed that this could be done during a Policy and Bylaws Sub-Committee meeting. Member McGee addresses the chair and agrees that this can be done through the sub-committee.

VP Spight-White would like to have the proposals done and voted on for the June 14th meeting. Pres. Harris said that evaluations have been discussed for a while and if it were worked out it should have been completed. CEO Gibson says that the Policy and Bylaws Sub- Committee was supposed to come back with an itemized invoice of what the cost would be specifically. Ms. Gibson also says if she would have received the proposals,, she would have distributed them for the other BOE members to review.

Three summaries need to be presented in order to vote. Member Price stated that there should be a Special Meeting to discuss evaluations. VP Spight-White stated that the next HPSD BOE Business meeting is June 7th and the BOE should use that time to vote on this agenda. Member McGee says that usually there is a draft bid for proposals, before decisions are made. CEO Gibson stated that she will not be evaluating contractors, as they are contractors of the

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BOE, and not her responsibility. Pres. Harris said this proposal needed to be fine tuned as it is not easy to follow along in the discussion.

Motion For Evaluations To Be Executed Every May Starting in 2023

Vice-President Spight-White made a motion to begin contractor evaluations in May beginning in 2023, seconded by Member Price.

Discussion: None

Roll Call Vote: Mark Ashley Price- Yes, Linda Wheeler- Yes, Shamyim Harris- Abstained, not enough information to make an informed decision, Janet Spight-White- Yes, Loren McGee- Yes

MOTION PASSES: 4-1

Motion to Begin Evaluations For 2022 at The Next HPSD BOE Policy and Bylaws Sub- Committee Meeting on Tuesday 5.31.2022

Vice-President Spight-White made a motion to start 2022 contractor evaluations at the next HPSD BOE Policy and Bylaws Sub-Committee scheduled on Tuesday 5.31.2022, seconded by Member Price

Discussion: Linda Wheeler asked for clarity on evaluation process at next Policy and Bylaws Sub-Committee on 5/31 and then vote at the special meeting on June 7th.

Roll Call Vote- Mark Ashley Price- Yes, Linda Wheeler- Yes, Shamyim Harris- Abstained, not enough info to make an informed decision, Janet Spight-White- Yes, Loren McGee- Abstained, based on receiving three proposals from VP Spight-White

MOTION FAILS: 3-2

Motion for Policy and Bylaws Sub-Committee to Submit Information Regarding Contractor's Evaluation Proposal For Review at June 7th Special Meeting

Vice-President Spight-White made a motion to submit contractor evaluation information to BOE members to review and answer survey at HPSD BOE Business/Special Meeting on June 7th, seconded by Member Price.

Discussion: CEO Gibson said this has a two-part component. Motion had to re-stated. VP Spight-White will submit proposals on June 7th for BOE members to review. Pres. Harris stated that she is not connecting with the flow of how the proposals will go, needs more information.

Roll Call Vote- Mark Price- Yes, Linda Wheeler- Yes, Shamyim Harris- Abstained, not connecting, needs more information, Janet Spight-White- Yes, Lorne McGee- Yes

MOTION PASSES : 4-1

Administrator's Contracts

Motion to Retain Joe Irving, Attorney to Review All Administrators and Contractors Contracts

Linda Wheeler made a motion to retain Attorney Joe Irving to review all Administrators and Contractor's Contracts, seconded by Member Price.

Discussion: VP Spight- White says it is important to have someone else write contractors contracts. Pres. Harris asked how much does Joe Irving charge for his services? Do we have his scope of work? Did he present a proposal? Do we have his resume? CEO Gibson states he was a previous attorney and the BOE discontinued his services. Wheeler states we need an outside view and that it is unfair to write your own contracts. Mr. Irving has been in Highland Park for years. Spight-White he comes highly recommended. Harris states due to scheduling conflicts, two members were not present, one was out of town. President was not trying to poll, but have every BOE member involved. Member Wheeler understands that things happen, she has been sick and missed a couple meetings. But, they are voting on these agenda items now. They can still vote. BOE needs an attorney to assist the BOE with contracts. Spight-White states that he is an educational specialist and available. This needs to get done immediately, by June 14th. And although members are missing this meeting, the agenda needs to get done and voted

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on. Again, VP Spight-White said they need to go ahead and vote. Member Price agrees with VP Spight-White. Member McGee states that there should be time allotted for contractors to have their own attorneys time to review their own contracts. VP states that if the BOE meets in July and finalizes contracts then, by July 14th. Wheeler agreed with Mr. McGee about giving contractors time to review contracts with their attorneys by July 12th at the Organizational Meeting.

For the Record: Through the Chair, CEO Gibson stated that Contractors are contractors, and not employees. So, generally contractors are not evaluated, this is a fact. Employees are evaluated. Contractors' contracts are either renewed or not renewed, continued or discontinued. This is not a new process for the BOE. A couple of years ago, the same vote was made in regards to evaluations and the same statement was made because we're contractors, there is no need for evaluations based on the contract. Contractors create their own contract as a proposal for the position they are seeking, work they are seeking and present them. Unless, the BOE comes up with an RFP. This the board created an RFP for the position, but not a contract for the position. The contracts were submitted by the BOE, and reviewed by the attorney, who CEO Gibson believes was Joe Irving, and the contractors own individual attorneys, voted on and approved. Ms. Gibson will pull those minutes to determine who the attorney was at the time. Both BOE members President Harris and Vice-President Spight-White voted "yay" to approve Ms. Gibson's contract. Ms. Gibson will pull those minutes to determine who the attorney was at the time. There was a process in which Ms. Gibson's contract was reviewed and approved. She is not against the evaluation process. Ms. Gibson has been both an employee and contractor.

Janet Spight-White stated that the School Board's Attorney Bill Burdette reviewed and signed their contracts. VP Spight-White also stated the BOE needs the help of an attorney because the community and the board are looking for different things out of their contractors.

CEO Gibson stated that she has been a contractor at HPSD for four years, almost 5 years and her contract preceded Bill Burdett and there were two different attorneys and Emergency Management.

Roll Call Vote: Mark Ashley Price- Yes, Linda Wheeler- Yes, Shamayim Harris- Abstained, not enough information, Janet Spight-White- Yes, Loren McGee- Abstained, All BOE members need to be present because the BOE are voting on contracts

MOTION FAILS: 3-2

Motion To Give Director of Operations, Kevin Smith A 90- Day Notice

Vice-President Spight-White moved to give Kevin A. Smith, Director of Operations, a 90-Day notice to end his contract with HPSD, seconded by Member Price.

Roll Call Vote: Mark Ashley Price- Yes, Linda Wheeler- Yes, Shamayim Harris- Abstained, not enough information, Loren McGee- Yes, Janet Spight-White- Yes

MOTION PASSES: 4-1

To Note: CEO Gibson addressed President Harris and communicated that she received a note because the public cannot speak. When there is a Board of 7 members, there needs to be 4 votes in favor for a Motion to pass. Vice-President Spight-White debated that as long as there are 4 members present there can be a vote and that is the law. Ms. Gibson suggested that President Harris consults with an attorney to confirm whether VP Spight-White was correct about the voting process. Vice-President Spight-White debated that Ms. Gibson earns \$120,000 per year to do nothing and that she has a copy of her contract. VP Spight-White went on to state that school district of Highland Park's size, the Superintendents make around \$30,000 per year.

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Motion to Not Renew CEO Zakia Gibson's Contract and Give A 90-Day Notice

Vice-President Spight-White moved to give CEO and Superintendent Zakia Gibson a 90- day notice to end her contract, seconded by Member Price

Discussion: CEO Gibson read the Open Meetings Act pamphlet, Section A, Page 10, and requested a closed session to include her attorney to discuss her contract and the conduct of the BOE during this meeting. The inappropriate comments, exchange of conversation, and statements that were directed toward her and the reason the for evaluation CEO Gibson affirmed there is a personal vendetta against her. CEO Gibson's stated her request for a Special Meeting with a closed session to prepare documents with her attorney involved. Member Wheeler voiced that CEO Gibson would need a 2/3's vote to call for a Special Meeting. For the Record, CEO Gibson asks Member Wheeler to produce the policy that dictates the 2/3's vote. Vice-President Spight-White asserted that many schools with a study body comparable to HPSD, superintendents make \$44,000.

For The Record: Member Lorne McGee has exited the meeting @ 7:49 PM

Vice-President Spight-White affirmed that for CEO Gibson to want \$120,000, is stealing from Highland Park. CEO Gibson declared that she did not make the offer of \$120,000, it was presented to her and voted on.

Roll Call Vote: Mark Ashley Price- Yes, Linda Wheeler- Yes, Janet Spight-White- Yes, Shamayim Harris- No

MOTION PASSES: 4-1

For the Record: CEO Gibson requested a closed session to discuss her contract and the reason for the discontinuation of her contract in 90 days with her attorney present. Ms. Gibson stated the BOE disregarded her request. Ms. Gibson asked and requested for a closed session prior to the BOE voting on her contract. BOE can do as they please, but Ms. Gibson made a request.

Motion to Approve a Closed Session to Review CEO Zakia Gibson's Contract

Vice-President Spight-White moved to approve a closed session for CEO Zakia Gibson to review her contract with her attorney present, seconded by Member Price

Discussion: None

Roll Call Vote: Mark Ashley Price-No, Linda Wheeler- No, Janet Spight-White- No, Shamayim Harris -Yes

MOTION PASSES: 3-1

For the Record: CEO Gibson addressed the Chair and stated that her contract was AT WILL. Ms. Gibson believed that she has been a victim of harassment, bullying, discreditation of her character throughout her time at HPSD. Ms. Gibson had mentioned it previously and had filed a grievance with the BOE, which the BOE did not acknowledge. Ms. Gibson stated on the premises of those the lack of BOE actions previously, and the discontinuation of her contract within 90 days with no evaluation given prior to the discontinuation of her contract, Ms. Gibson resigns.

Board of Education Affairs & Comments

Member Price stated that a citizen approached him and stated that Ms. Gibson hired her private attorney's relative. Ms. McPhail stated that she did not know Ms. Gibson prior to coming to HPSD.

Public Comments (3 Minutes Only)

HPSD BOE Member Cheryl Sanford, Secretary & Sargent-At- Arms could not be present at the Special Meeting, but is present via ZOOM. Member Sanford addressed the Chair and spoke about her embarrassment at being a member o The HPSD BOE. All the BOE have thus far done was destroy the progress they have been working on for the District. Member Sanford does not understand the plan, unless it is to destroy the District. HPSD is moving ahead of the finances and eliminating the debt much faster and trying to build a school district that the City of Highland Park can be proud of and serve the students of Highland Park. Member Sanford believes these are personal

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vendettas. It has been an atmosphere of "Mean Girl" bullying for the entire time Ms. Gibson has been CEO/Superintendent, the same thing for Kevin Smith, with the info that was posted about him online. The way BOE members conduct themselves on social media and at this Special Meeting is unconscionable. Member Sanford was surprised that no one has sued yet. And to start in on the secretary based on gossip and innuendo. Member Sanford also asked who are the public members that are coming up to you? All she saw were posts on Member Price's Facebook page, and that person lives out of town.

Mr. Morales expressed his concern about vacant property on Woodward near BPA is open to trespassers, with people going in and out of that building constantly and needed to be boarded up and secured. The building is in direct traffic to BPA and children could be in danger.

Attorney Christina McPhail-Stockdale clarified her engagement as counsel to Ms. Gibson was about a year ago, if not longer, due to issues that Member Sanford had raised perfectly in her comments this evening as to the issues the BOE had with Ms. Gibson. The BOE was very intimidating, aggressive, and hostile toward Ms. Gibson. Attorney McPhail-Stockdale has never represented the BOE, received monies, and does not have a legal conflict in having represented Ms. Gibson and any relationship to the BOE. And this should not be assigned to Ms. Lisa McPhail. Ms. McPhail applied for the job position was interviewed by Ms. Gibson and another member of the BOE and properly hired. Attorney McPhail-Stockdale stated the former relationship of a former client and the subsequent hiring of a Lisa McPhail, who does her job, should not be a representation of anything improper.

Adjournment

President Harris entertained a motion to adjourn the special meeting at 8:15 PM, so moved by Vice-President Spight-White, seconded by Member Price

MOTION PASSES 4-0

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PRESENTATION-

Dayna Bertges from Entech Staffing explains services and contracts

Public Relations & Marketing

Lorri Rishar presentation on updates to City's website about HP School District, PlayWorks partnership, Parker Village magazine, Parchment Park cleanup, and the Fox 2 News story

6:17 PM: Member Askew exits meeting

6:24 PM: Member Askew re-enters meeting

Education & Charter School Compliance

CEO Gibson summarizes the completion of Mr. John Holloway's Tribute and plans to present Resolution to his HPPSAS BOD President Jason Patton calls for a Special Meeting on 5.11.2022 to discuss BPA affairs.

•BOARD OF EDUCATION SUB-COMMITTEE REPORTS -

Finance Committee

Chair: Lorne McGee

No Updates

High School Advisory Committee

Chair: Anthony Askew

Summarized progress on high school exploration and hiring of firm on April 27th with contracts signed..Discussed target date of August 15th for completion of feasibility study.

Policy and Bylaws Committee

Chair: Janet Spight-White

Vice-President Spight-White discussed the differences and changes in the Bylaws and Policies Handbook. Suggested instead of CEO being used throughout that it should be changed to Authorizer or BOE.

Fundraising Committee

Chair: Linda Wheeler

Spoke to Principal Brown at BPA about a jazz concert in August. Member Wheeler would like BPA staff participation, not just the HPSD BOE and HPPSAS BOD. Member Wheeler will provide more feedback at the next

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business meeting.

Beautification Sub-Committee Report (at hoc)

Chair: Janet Spight-White

Vice-President Spight-White spoke about the need for additional volunteers to assist with the beautification project at BPA. Discussed different types of flowers that should be used and asked for a \$100 donation from BOE members.

• UNFINISHED BUSINESS –

Approval of Staffing Service Agreement

President Harris states **For The Record** Entech Staffing Services Agreement has been moved to New Business.

• NEW BUSINESS –

Motion to Approve Entech Staffing Services Agreement

President Harris entertained a motion to approve Entech Staffing Services Agreement, so moved by Vice-President Spight-White, seconded by Member McGee.

Discussion: None

Roll call vote: Mark Ashley Price- Yes, Anthony Askew- Yes, Linda Wheeler,- Yes, Cheryl Sanford- Yes, Loren McGee- Yes, Janet Spight-White- Yes, Shamayim Harris- Yes

MOTION PASSES: 7-0

Motion to Approve April 2022 Financial Statements

President Harris entertained a motion to approve April 2022 financial statements, so moved by Member Sanford, seconded by Member McGee.

Discussion: None

Roll call vote: Mark Ashley Price- Yes, Anthony Askew- Yes, Linda Wheeler- No, Cheryl Sanford-Yes, Loren McGee- Yes, Janet Spight-White- Yes, Shamayim Harris-Yes

MOTION PASSES: 7-0

Motion to Approve Tribute Resolution for Ola Allan

President Harris entertained a motion to approve a Tribute Resolution for Ola Allan, so moved by Vice-President, seconded by Member Wheeler.

Discussion: President Harris asks if there is any more information found on Ola Allan to complete the Resolution. CEO Gibson states she has not acquired any additional information about Ola Allan outside her tenure as a Special Education teacher for The School District of the City of Highland Park. CEO Gibson welcomes any additional information so she can complete the Resolution. CEO Gibson suggests a plaque to go on a wall as an alternative.

Motion to Resend Tribute

Moved by Vice-President Whie, seconded by Member Askew

Vote: All in Favor- "1"

MOTION PASSES: 7-0

Motion to Table Tribute Resolution for Ola Allan *Added to the Next Agenda

President Harris entertained a motion to table the Tribute Resolution for Ola Allan, so moved by Member Wheeler, seconded by Vice-President Spight-White.

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Roll call vote: Mark Ashley Price- Yes, Anthony Askew- Yes, Cheryl Sanford- Yes, Loren McGee-Yes, Janet Spight-White- Yes, Shamayim Harris- Yes

MOTION PASSES: 7-0

Motion to Approve a Float Sponsored by the HPSD BOE for the Highland Park MI Week Parade for \$1700

President Harris entertained a motion to approve a float sponsored by the HPSD BOE for The Highland Park MI Week Parade, so mo for \$1700, so moved by Vice-President Spight-White, seconded by Member Wheeler

Discussion: Vice-President Spight-White states that this is the 68th parade for the city and brings positive attention to the community. has been featured on the news in the past. VP Spight-White says the float can hold the HPSD BOE and many more. Member Sanford believes in parade participation, but disagrees with the \$1700 cost.

Roll call vote: Mark Ashley Price-Yes, Anthony Askew- Yes, Linda Wheeler- Yes, Cheryl Sanford- No, Loren McGee- Yes, Janet Spight-White- Yes, Shamayim Harris- Yes

MOTION PASSES: 6-1

Motion to Approve Sponsorship of One BPA Scholar for the Annual 8th Grade D.C. Trip

President Harris entertained a motion for the HPSD BOE to sponsor one BPA scholar to attend the Annual 8th Grade D.C. trip, so moved by VP Spight-White, seconded by Member Wheeler

Discussion: CEO Gibson states that this is a group trip that will have chaperones

Roll call vote: Mark Ashley Price- Yes, Anthony Askew- Yes, Linda Wheeler- Yes, Cheryl Sanford- Yes, Loren McGee- Yes, Janet Spight-White- Yes, Shamayim Harris- Yes

MOTION PASSES: 7-0

Motion to Change the Executive Assistant and Office Manager Title to Secretary

President Harris entertained a motion to change the title of Executive Assistant and Office Manager to Secretary, so moved by Wheeler, seconded by Spight-White

Discussion: For the Record - The title is Executive Assistant and Office Manager

Member McGee questions the title change. No sensible answer was given.

Roll Call Vote: Mark Ashley Price- Yes, Anthony Askew- No, Linda Wheeler-Yes, Cheryl Sanford- No, Loren McGee-Yes, Janet Spight-White- Yes, Shamayim Harris-No

MOTION PASSES: 4-3

Motion to Open the District Office on Fridays for In-Person versus Virtual

President Harris entertains a motion to open the District Office on Fridays for In-Person versus virtual, so moved by VP Spight-White, seconded by Member Price

Discussion: Gibson explains the Covid-19 outbreak in the District Office is concerning and the reason that sanitizing is still greatly needed and a safety precaution for the HPSD staff and the community that stops by the office. The recent rise in cases is also a reason that Virtual Friday is still in place.

A vote of "No" means to keep Fridays virtual

Roll call Vote: Mark Ashley Price- Yes, Anthony Askew- No, Linda Wheeler- No, Cheryl Sanford- No, Loren McGee- No, Janet Spight-White-No, Shamayim Harris-No

MOTION FAILS: 6-1

Motion to Reinstate Member Mark Ashley Price to the HPSD BOE High School Sub-Committee

President Harris a motion to reinstate Member Mark Ashley Price to the HPSD BOE High School Sub-Committee so moved by Member Wheeler, seconded by VP Spight-White

Discussion: Member Wheeler posed the question that Member Price was not voted into the sub-committee, therefore why is there a motion to reinstate and should be reinstated with the BOE approval. Member Price resigned via email,

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causing the BOE to bring this issue to the agenda.

Roll call vote: Mark Ashley Price- Yes, Anthony Askew- No, Linda Wheeler-Yes, Cheryl Sanford- No, Loren McGee- Yes, Janet Spight-White-Yes, Shamayim Harris-No

MOTION PASSES: 4-3

Motion to Add HPSD BOE Business and Regular Meeting Video Recordings to District Website

President entertained the motion to add HPSD BOE Business and Regular Meeting Video Recordings to District Website, so moved by Wheeler, seconded by Spight-White

Discussion: Price requested video recordings at last business meeting. Price believes the public would like to see a video also. Member Askew states that the audio recording is sufficient and doesn't see a need.

Roll call vote: Mark Ashley Price- Yes, Anthony Askew- No, Linda Wheeler- Yes, Cheryl Sanford- No, Loren McGee- No, Janet Spight-White- Yes, Shamayim Harris- No

MOTION FAILS: 4-3

• **BOARD OF EDUCATION AFFAIRS & COMMENTS**

Member Cheryl Sanford spoke about Michigan Work's Summer Program for student's age 14-24 who are looking for summer jobs, youth services, and training.

8:32 PM; Member Price exts meeting

• **PUBLIC COMMENTS (3 MINUTES)** – None

• **ADJOURNMENT** –

President Harris entertained a motion to adjourn the meeting at 8:36 PM, so moved by Member McGee, seconded by VP Spight-White

Roll call vote: Mark Ashley Price – Absent, Anthony Askew – Yes, Cheryl Sanford– Yes, Linda Wheeler- Yes, Loren McGee – Yes, Janet Spight-White- Yes, Shamayim Harris– Yes

MOTION PASSES: 7-0

8:37 PM: Member Price re-enters meeting

Confirmation of the next HPSD BOE Business Meeting scheduled for Tuesday, June 6, 2022 at 6:00p.m. at Barber Preparatory Academy in the Media Center.

Respectfully submitted: Cheryl Sanford, Board Secretary.