

**REGULAR MEETING**  
October 9, 2025 at 6:30 PM - District Main Conference Room  
800 Devillen  
Royal Oak, Michigan 48073

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**AGENDA**

1. OPENING / CALL TO ORDER

2. PLEDGE OF ALLEGIANCE

3. STANDING APPROVAL ITEMS

3.1. Acceptance of Agenda

3.2. Approval of Minutes

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**BOARD OF EDUCATION  
REGULAR MEETING  
September 11, 2025, at 6:30 PM - District Main Conference Room**

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**MINUTES**

**PRESENT:** President Tim Ciechorski; Vice President Erika Alexander; Secretary Deb Anderson; Treasurer Michelle Cook; Trustee Lauren Jasinski; Trustee Maryanne VanHaitsma; Trustee Matt Wickey; and Student Representative Grace Hatton

**ALSO PRESENT:** Superintendent John Tafelski; Executive Director of Finance & Operations Kathy Abela; Executive Director of Curriculum & Instruction Joe Youanes; Executive Director of Staff & Students Services Patrick Wolynski; and Executive Assistant to the Superintendent & Board Jennifer Perkins

**ABSENT:** None

1. OPENING / CALL TO ORDER President Ciechorski called the meeting to order at 6:30 p.m.

2. PLEDGE OF ALLEGIANCE The pledge was recited.

3. STANDING APPROVAL ITEMS

3.1. Acceptance of Agenda

Mr. Ciechorski called for any additions or deletions. Mrs. VanHaitsma requested a resolution regarding the state budget impasse be added to agenda item (4) four. Mr. Ciechorski removed item 8.2, as the field trip was cancelled. The agenda, as amended, was approved by consensus.

3.2. Approval of Minutes

Moved by: Mr. VanHaitsma

Seconded by: Mrs. Cook

Resolved, that the Royal Oak Schools Board of Education approves the following minutes:

August 7, 2025, Special Minutes (F&F)

August 14, 2025, Regular Minutes

7 in favor/0 opposed/0 abstentions.

The motion passed.

## 4. PROCLAMATIONS

### 4.1. Board Proclamation: Hispanic Heritage Month

Moved by: Mrs. VanHaitsma

Seconded by: Mrs. Alexander

WHEREAS, Hispanic Heritage Month is a month-long celebration of Hispanic and Latino history and culture and is important because it provides an opportunity to celebrate the integral part the Hispanic/Latino community has had in growing and strengthening our democracy; and

WHEREAS, Hispanic Heritage Month provides an additional opportunity to explore the incredible impact Latinas and Latinos have had on the United States, Michigan, and Royal Oak for generations; and

WHEREAS, the Latino presence in America spans centuries, predating Spain's colonization of what is now part of the United States, and they have been an integral part of shaping our nation since the Revolutionary War; and

WHEREAS, Hispanic Heritage Month began as a week-long celebration in 1968 under President Johnson and was expanded to a month by President Reagan 20 years later in 1988. The month-long celebration provides more time to properly recognize the significant contributions Hispanic/Latino Americans have made in the United States; and

WHEREAS, Hispanic Heritage Month does not cover one single month but instead begins in the middle of September and ends in the middle of October. The timeframe of this month is significant because many Central American countries celebrate their independence days within these dates, beginning on September 15 with Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. By aligning with these independence dates, Hispanic Heritage Month honors the resilience and determination of the Hispanic community; and

WHEREAS, we will continue to advocate for Hispanics/Latinos as representation matters. Latinas and Latinos continue to shape our nation, as business owners, activists, artists, public servants, and more. From serving in the US military to being champions in the fight for civil rights, Latinas and Latinos remain strong leaders and changemakers;

NOW, THEREFORE, the Royal Oak Schools Board of Education does hereby proclaim September 15 - October 15, 2025, as Hispanic Heritage Month for Royal Oak Schools.

7 in favor/0 opposed/ 0 abstentions.

The motion passed.

### 4.2. Board Resolution: Remembrance Resolution

Moved by: Mrs. Anderson

Seconded by: Mrs. Cook

WHEREAS, on September 11, 2001, the United States of America was subjected to a series of terrorist attacks that resulted in the tragic loss of nearly 3,000 innocent lives at the World Trade Center, the Pentagon, and aboard United Airlines Flight 93; and

WHEREAS, these attacks claimed the lives of men, women, and children from all walks of life, transcending race, religion, and national origin, forever changing the lives of their families and loved ones; and

WHEREAS, in the face of this incomprehensible tragedy, countless first responders, ordinary citizens, and service members acted with extraordinary courage, selflessness, and valor, risking and, in many cases, sacrificing their own lives to save others; and

WHEREAS, the heroes of that day, including firefighters, police officers, emergency medical personnel, and the brave passengers of Flight 93, demonstrated the unwavering spirit of the American people, inspiring the nation to unite in resilience and resolve; and

WHEREAS, it is the solemn responsibility of the Royal Oak Schools to educate the next generation about this pivotal moment in our nation's history, ensuring that the victims are never forgotten and that the lessons of unity, courage, and service are taught;

NOW, THEREFORE, BE IT RESOLVED, that the Royal Oak Schools Board of Education, on this day of remembrance, honors and commemorates the memory of all those who were lost on September 11, 2001, and extends its deepest gratitude to the heroes who acted with such courage.

BE IT FURTHER RESOLVED, that we affirm our commitment to educating our students about the events of September 11, 2001, and the enduring values of freedom, compassion, and patriotism that define our community and our country.

7 in favor/0 opposed/ 0 abstentions.                      The motion passed.

#### 4.3. Board Proclamation: Suicide Prevention Month

Moved by: Mrs. Alexander

Seconded by: Mrs. Cook

WHEREAS, suicide is among the top 10 leading causes of death in the United States, resulting in about one death every 11 minutes. Additionally, suicide attempts result in an even larger number of non-fatal, intentional self-harm injuries. Suicide is a problem throughout the lifespan. In the US, it is the second leading cause of death for people 10 to 34 years of age, the fourth leading cause among people 35 to 54 years of age, and the eighth leading cause among people 55 to 64 years of age; and

WHEREAS, September is known as Suicide Prevention Month, a time in which mental health advocates, individuals, prevention organizations, survivors, allies, and communities around the country unite to promote suicide prevention awareness; and

WHEREAS, September 7–13, 2025, is National Suicide Prevention Week with World Suicide Prevention Day on September 10, 2025; and

WHEREAS, Royal Oak Schools publicly places its full support behind those who work in the fields of mental health, education, and law enforcement; and

WHEREAS, all Royal Oak residents are urged to play a role in suicide prevention and promote mental health and wellness as we strive towards reducing suicides; and

WHEREAS, September is recognized across the United States as Suicide Prevention Month and provides the opportunity to educate our community about the warning signs for suicide and how to reach out and connect to those experiencing an emotional crisis; As the world joins together to honor the memories of those we lost to suicide and their loved ones, may we recommit to ensuring that help and support are accessible to all of our citizens.

NOW, THEREFORE, Royal Oak Schools does hereby proclaim September 2025 as Suicide Prevention Month and September 7–13, 2025, as Suicide Prevention Week.

7 in favor/0 opposed/ 0 abstentions.           The motion passed.

A moment of silence was observed.

#### 4.4. Board Proclamation: State Budget Impasse

Moved by: Mrs. Van Haitma

Seconded by: Ms. Jaskinski

WHEREAS, as of the date of this meeting, Michigan lawmakers remain stalled on the state budget for the 2026 fiscal year, creating uncertainty regarding funding for public education;

WHEREAS, as required by law, the Royal Oak Schools Board of Education approved a budget for the 2026 fiscal year by the statutory deadline of July 1, 2025, despite the absence of any clear guidance or finalized state budget;

WHEREAS, the Royal Oak Schools Board of Education remains fully committed to supporting our educators, administrators, students, and families in our district, and to ensuring that public education continues uninterrupted for all students, regardless of the funding status determined by the State government;

WHEREAS, the Democrat-controlled Michigan Senate and the Republican-controlled Michigan House of Representatives are currently at an impasse, with significant differences in their proposed spending plans, preventing timely resolution of this critical issue;

WHEREAS, educators, administrators, and staff continue to provide a high-quality education to our students, despite the uncertainty surrounding state funding, and deserve fair and equitable compensation and resources to do so;

WHEREAS, the education of our students does not pause while policymakers debate funding, and it is imperative that we avoid any disruptions to the educational experience of students in our community;

NOW, THEREFORE, BE IT RESOLVED that the Royal Oak Schools Board of Education strongly encourages all members of the Royal Oak Community to contact their state representatives and express the importance of resolving the current budget impasse, so that our students and staff are not negatively impacted by the ongoing uncertainty surrounding state education funding.

BE IT FURTHER RESOLVED that the Royal Oak Schools Board of Education reaffirms its commitment to providing a high-quality education to all students in our district, and will continue to advocate for the resources necessary to support the success and well-being of our educators, students, and families.

7 in favor/0 opposed/ 0 abstentions. The motion passed.

Mrs. Anderson thanked her colleagues and asked if a copy could be mailed to our legislators.

## 5. PUBLIC COMMENT

There were none.

## 6. RECOGNITIONS / PRESENTATIONS / REPORTS

### 6.1. Recognition of Sponsors

Dr. Youanes introduced the sponsors in attendance and thanked all that participated in the Family Welcome Back Night.

### 6.2. Recognition of Jeff Synowiec

Mrs. Abela introduced Jeff Synowiec and thanked him for his years of service.

### 6.3. Diversity, Equity, and Inclusion

Ms. Phillips provided an August DEI update, which included the following:

- Launch in Learning
- Detroit Area Pre-College Engineering Program (DAPCEP)
- Family Welcome Back Night
- Interfaith Leadership Council – Journeys and Odysseys Programs

### 6.4. Student Representative to the Board

Ms. Hatton spoke about the following:

- Raven Rally
- Curriculum Night
- Homecoming

### 6.5. Audit Review

Moved by: Mrs. VanHaitsma

Seconded by: Mrs. Cook

Resolved, the Royal Oak Schools Board of Education hereby accepts the Independent Audit Report as presented by Yeo & Yeo for the 2024-25 fiscal year, which ended June 30, 2025. Yeo & Yeo completed their audit with an unmodified opinion, and a draft report has been presented to the Board of Education, while waiting for the Federal Compliance Supplement to be available. The audit report and resolution indicating acceptance will be filed in accordance with state and local laws.

7 in favor/0 opposed/ 0 abstentions. The motion passed.

## 7. COMMUNICATIONS

Mrs. Anderson, BOE Secretary, reported the following communications:

- Rebecca Gilbert
- Sarah Culpepper
- Rebecca Cheezum

8. \*CONSENT AGENDA (*Personnel / Instruction / Business*)

Consent Agenda items approved at this time.

8.1. \*Payment of Expenses

Resolved that the Royal Oak Schools Board of Education hereby approves expenditures as processed in the amount of \$9,212,762.61, for the period of August 1, 2025, through August 31, 2025.

9. MATTERS FOR DISCUSSION / ACTION

9.1. Superintendent John Tafelski

Dr. Tafelski spoke about school visits and the upcoming podcasts

9.1.1. First Reading of Revised/Replaced and/or Recommended Policies & Guidelines

Moved by: Mr. Wickey

Seconded by: Mrs. VanHeitsma

Resolved, that the Royal Oak Schools Board of Education approves a first reading of the policies and administrative guidelines being revised, replaced, and/or recommended as presented.

7 in favor/0 opposed/0 abstentions. The motion passed.

9.1.2. Second Reading of Revised/Replaced and/or Recommended Policies & Guidelines

Moved by: Mrs. Cook

Seconded by: Mrs. Alexander

Resolved, that the Royal Oak Schools Board of Education approves a second reading of the policies and administrative guidelines being revised, replaced and/or recommended as presented.

7 in favor/0 opposed/0 abstentions. The motion passed.

9.2. Curriculum & Instruction

Dr. Youanes gave updates about the following:

- Grown Your Own Program
- New ways of looking at data and achievement, and its implementation

9.3. Finance/Facilities and Bond

Mrs. Abela gave updates on the following:

- Operations are in full swing; everything is in order
- Audit completion

9.4. Staff and Student Services

Patrick Wolynski spoke about related agenda items.

#### 9.4.1. Personnel Changes

Moved by: Mrs. Alexander

Seconded by: Mr. Wickey

Resolved, the Royal Oak Schools Board of Education approves the regular personnel changes as presented in the board packet.

7 in favor/0 opposed/0 abstentions. The motion passed.

#### 10. PUBLIC COMMENT

The Board listened to public comment from the following people:

- Steve Harris

#### 11. BOARD COMMENTS / LIAISON REPORT

Liaison Reports:

- Mrs. Anderson and Dr. Tafelski discussed his upcoming events
- Mrs. VanHaitsma spoke about Safe Routes to Schools, reminded everyone about the ROYA Bowl-a-thon, and thanked the student representatives
- Mr. Wickey spoke about student representatives at the recent Finance & Facilities meeting.
- Ms. Hatton and Dr. Tafelski discussed meeting with students outside of school hours
- Mrs. Cook reminded everyone that there is an opportunity to meet with BOE members at lunches in the high school
- Dr. Tafelski spoke about school lunches
- Ms. Jasinski read a statement regarding gun safety

#### 12. ADJOURNMENT

President Ciechorski called for adjournment of the meeting at 8:15 p.m. Approved by consensus.

Respectfully submitted,

Deborah Anderson  
Secretary, Board of Education

**BOARD OF EDUCATION  
SPECIAL MEETING  
September 4, 2025 at 6:00 PM - District Main Conference Room  
800 Devillen  
Royal Oak, Michigan 48073**

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**MINUTES**

**PRESENT:** President Tim Ciechorski; Vice President Erika Alexander; Secretary Deb Anderson; Treasurer Michelle Cook; Trustee Lauren Jasinski; Trustee Maryanne VanHaitsma; Trustee Matt Wickey; Superintendent Dr. John Tafelski; Executive Director of Finance & Operations Kathy Abela; Deputy Superintendent of Curriculum & Instruction Dr. Joe Youanes; Operations Manager Jeff Synowiec; Owner's Representative Mark Paulus; Student Representatives Broderick McDonald, Haneen Awada, Cameron Bulis and Aiden Brock; Finance Administrative Assistant Annemarie Carlisle

**ALSO PRESENT:** ROEA President Kerry Derminer; ROEA Vice President Mallory Greenway; Barton Malow representative Stephanie Hachey; TMP representatives Keri Seeney, Gail Allevato and Kristy Lach

1. Welcome and Introduction            Mr. Ciechorski called the meeting to order at 6:05 p.m.
2. Public Comment                        There were none.
3. BSSF
  - 3.1. Three Year Plan  
Mark Paulus provided an update on the spreadsheet.
4. Bond Projects  
John Tafelski discussed the proposed changes to Churchill. Keri Seeney reviewed the 2017 Bond in contrast to the current trends for educational planning and design. Gail Allevato introduced a Bond Formation Plan and its various components to successfully integrate with the Board's vision.
5. New Business / Board Member Considerations  
Mr. Ciechorski changed the committee meeting time from 5:00 p.m. to 5:30 p.m. on Tuesdays. The topic of student lockers merits further discussion.
6. Next Meeting: Thursday, October 2, 2025, at 6:00 p.m.

7. Adjournment      Mr. Ciechorski adjourned the meeting at 8:22 p.m.

Respectfully submitted,

Deborah Anderson  
Secretary, Board of Education

#### 4. PROCLAMATIONS

4.1. Board Proclamation: Principals Month

4.2. Board Proclamation: Indigenous Peoples' Day

#### 5. PUBLIC COMMENT

#### 6. RECOGNITIONS / PRESENTATIONS / REPORTS

6.1. Introduction of New Employees

**Presenter:** Pat Wolynski

6.2. Diversity, Equity and Inclusion

**Presenter:** Ashley Phillips

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# October DEI Updates

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**Neurodiversity in Education**

**LGBTQ+ Students Project**

**Odysseys- Session 1**

**Journeys- First Journey**

**OS HBCU College Expo**

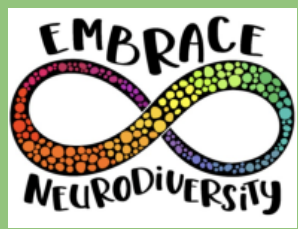
**DAPCEP College Workshop & Fair**

**Systems of Inequity Series**

**11/4 Wellness Summit**

**11/6 JEDI Educators Summit**





# Neurodiversity in Education



**Autistic Psychologist**

**Lived Experiences**

**Dismantling Stereotypes**

**Best Strategies for Supporting  
Autistic Students**



**Neurodiversity in Education Series:**  
Strengthening Mindsets, Empowering Educators

Welcome!

**Matt Lowry**

*Understanding the Autistic Neurotype*

Sept 18, 2025 8:30-11:30 am



# LGBTQ+ Students Project



## Michigan LGBTQ+ Students Project

**Laying the Foundation: Understanding the  
Identities and Experiences of LGBTQ+  
Students in Michigan**

**When Bias Gets in the Way: How to Recognize  
and Address Barriers to Supporting LGBTQ+  
Students and Families**



**Terminology**

**Students'  
Perspectives**

**Best Strategies to  
Support Families**

# IFLC- InterFaith Odysseys

**INTERFAITH ODYSSEYS**

Step into a world of faith, culture, and connection. *Bring your family!*

**NEW**

Introducing the new Interfaith Odyssey Tours—designed for adults and families to explore diverse faith traditions and strengthen community connections. Visit different houses of worship, hear firsthand stories about faith, and be warmly welcomed into sacred spaces. It's a unique opportunity to get to know your neighbors and celebrate the richness of our shared humanity.

**EVENT HIGHLIGHTS**

- CULTURALLY CONNECTED MEALS
- TOURS OF SACRED SPACES
- INTERACTIVE EXPERIENCES




**TRADITIONS**  
VEDIC, JAIN, BAUDDHA, AND SIKH

**VEDIC DHARMA**  
The oldest Dharma tradition, is culturally related to Hindu Dharma.

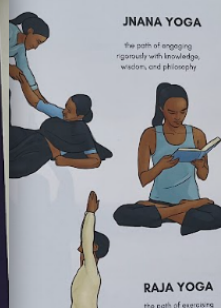



**BAUDDHA DHARMA**  
and overtook the principles, causing schisms. Those who live according to making the cessation of desire and all Dharmas guided by the Transcendental Meditation, the closing of eyes, and sangha, or collective living.

**SIKH DHARMA**  
Upon the spiritual teachings of Guru Nanak Sahib, Sikhs practice worship of one, eternal Divine spirit, or Divine name, Union with deity, or *Naam Simran*.

**JANNA YOGA**  
the path of engaging rigorously with knowledge, wisdom, and philosophy



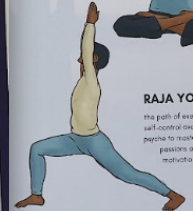
**RAJA YOGA**  
the path of exercising self-control over one's senses to master one's passions and motivations

Bhagavad Gita - the most widely-revered Hindu text - and its teachings on the nature of reality, the human condition, and the changes that come through the phases of their life.

**SPIRITUAL PATHS**  
THE FOUR YOGAS

Individual self and the Divine self can happen through subtle practices which are conducive to yoga have been an essential spiritual path:

**MATHEMATICS**  
HINDU CONTRIBUTIONS

The Vedic Hindu tradition made several key mathematical discoveries, like the concept of zero and the decimal system, and developed algebra, trigonometry, and geometry. These mathematics spread across the world through translation into Arabic, Latin, and eventually contemporary Western thought.

Hindu philosophy, which contains the study of logic and the concept of infinity, formed the basis for Hindu mathematical inquiry, giving rise to the mathematical concept of zero and advanced usage of geometry. A modern example of Hindu philosophy informing mathematics is that of S. Ramanujan (1887-1920), whose mathematics were an expression of his devotion to the Hindu goddess, Lakshmi.

**Trigonometry** was a key Hindu contribution to the world of mathematics. The Sanskrit "jya" and "koti jya" are known as "sine" and "cosine".

**Area of Triangle**  
Archimedes (287-212 BCE) explained that the area of a triangle is the product of half of any side and the perpendicular distance from that side to the opposite vertex.

**Zero:**  
From "shunya" in Sanskrit to "null" in Arabic to "leere" in Latin to "zero" in Western tradition.

**S. Ramanujan (1887-1920),** credited with game theory and infinite series, described math as an expression of his devotion to Lakshmi.

**Medhava (1540-1625 CE)** listed the value of pi to 11 decimal places: 3.1415926539. Later, Karapadhati described the value to 17 decimal places.

**Medhava (1550 CE)** made advances in infinite series including finding the expansions for trigonometric functions.

Brhmi	0	1	2	3	4	5	6	7
Brahmi	0	1	2	3	4	5	6	7
Arabic	0	1	2	3	4	5	6	7
Malabar	0	1	2	3	4	5	6	7
Modern	0	1	2	3	4	5	6	7

Early Hindu Brahmi Numerals  
300 BCE - 400 CE

Next  
Odyssey:  
Dec. 4th

[www.detroitinterfaithcouncil.com](http://www.detroitinterfaithcouncil.com)



# IFLC- Journeys: World Religion of Metropolitan Detroit



[www.detroitinterfaithcouncil.com](http://www.detroitinterfaithcouncil.com)



# Oakland Schools HBCU College Expo



A promotional poster for the Oakland Schools College Expo. The top half has a colorful, abstract pattern. The text reads: "HISTORICALLY BLACK COLLEGES &amp; UNIVERSITIES", "Oakland Schools COLLEGE EXPO", "FRIDAY, SEPT 26, 2025", "8:00am - 2:30pm", "2111 Pontiac Lake Road", "Oakland Schools". A QR code is provided for registration, with the text "REGISTER BY FRIDAY, MAY 30, 2025:" and the URL "HTTPS://FORMS.GLE/1PQAMAAXGYAAIQM6". A circular graphic on the right says "Where the Future Begins". The bottom right corner says "Engage with representatives from national colleges &amp; universities!".



# Oakland Schools HBCU College Expo

**Lawrence Technological University**  
SCHOLARSHIPS & CAREER SUCCESS

**FULL TUITION SCHOLARSHIPS**

Highly selective 4 Year Scholarship

**Danley Scholars Program**

Buell Honor

**MERIT SCHOLARSHIPS**

All admitted students will be reviewed for an academic scholarship upon acceptance to LTU.

Range between \$4,500 – \$16,000/year

**MICHIGAN SCHOLARSHIP COMPETITION**

Easy competition open to admitted high school students

Earn up to \$4,000/year

**ATHLETIC SCHOLARSHIPS**



**ROBOTICS SCHOLARSHIPS**



**PORTFOLIO SCHOLARSHIPS**



**STEM SCHOLAR AWARDS**



MANY MORE SCHOLARSHIPS AVAILABLE

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**CAREER SUCCESS**



CO-OPS and Internships



Key industry partners

#1

region for engineering, technology, & architecture



Schedules that work for everyone



Real world experience

**100+**

career events a year

**over 95%**

students employed or registered for grad school greater than the national average

**250+**

companies recruit on campus annually

**handshake**

access to 20K Employers and 15K Job and Internships

TOP 11% HIGHEST GRADUATE STARTING SALARIES AMONG U.S. COLLEGE AND UNIVERSITIES - Payscale

[www.ltu.edu](http://www.ltu.edu)



# Detroit Area Pre-College Engineering Program

7th-12th Graders

Nov. 1st 9a-2p

U of D Mercy

Metro Detroit Links Collaborative  
and DAPCEP present the

**2025**  
**Workshop & College Fair**  
**Nov. 1, 2025**

**ENTER TO  
WIN PRIZES**

**COLLEGE  
FAIR**

**GIFT  
CARD**

**7th - 12th**

Over 30 Colleges & HBCU's present, prizes and more...

**9 am - 2 pm**  
held at the  
**The University of Detroit Mercy**  
4001 West McNichols Rd | Detroit, MI, 48221



**Register Today!**  
<https://www.steamisthefuture2025.eventbrite.com>

[www.dapcep.org](http://www.dapcep.org)



# 2025- 2026 Systems of Inequity Series



Oakland  
Schools

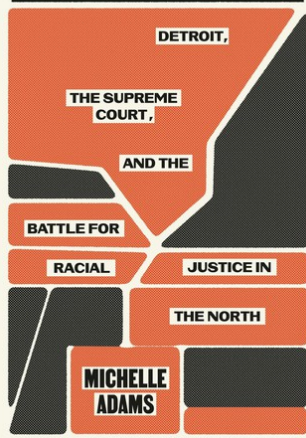
**Systems of  
Inequity**  
Network Series



Oakland  
Schools

An illustration of a wooden scale of justice with two yellow pans, resting on a stack of three dark blue books. The entire illustration is set within a light gray circular background.

## THE CONTAINMENT



First Session Hosted by Royal Oak Schools- 10/16

**“Unmasking Educational Equity”**



**ROYAL OAK SCHOOLS**  
A COMMUNITY OF EXCELLENCE





# Nov. 4th Wellness Summit

Staff Wellness

Self-management

Burnout Prevention



**RELAX!  
RELATE!  
RELEASE!**



DIVERSITY, EQUITY, AND INCLUSION  
STAFF WELLNESS SUMMIT

NOVEMBER 4, 2025  
8A-3P





**Julie McDaniel-Muldoon, PhD, ACTP**

**Safety and Well-Being Consultant**

Advanced Certified Trauma Practitioner and Trainer

Certified Restorative Practitioner and Trainer



**Harry Weaver, III**

**Chief Diversity, Equity, and Inclusion  
Officer**

Oakland County



**Amber Zarb, Ed.D.,**

**LICSW, LMSW-Clinical, C-SSWS, CTRP-C**

**Mental Health Consultant**

School Culture & Climate



# Justice, Diversity, Equity, and Inclusion Educator Summit

Oakland Schools & The J.E.D.I Council Present:

## J.E.D.I. EDUCATOR

JUSTICE - EQUITY - DIVERSITY - INCLUSION

# Summit

SCECH and  
SWCECHs  
pending!

REGISTER HERE



Oakland  
Schools



NOVEMBER  
6, 2025

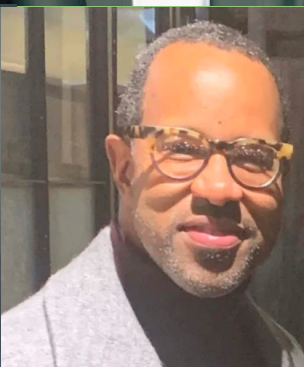
OAKLAND SCHOOLS  
MAIN CAMPUS

TIME  
8:00 AM  
3:30 PM

Registration Link [Click Here](#)

Please join us for the 2nd Annual J.E.D.I. (Justice, Equity, Diversity, and Inclusion) Educator Summit! The event centers on fostering a deeper understanding of Justice, Equity, Diversity, and Inclusion within K-12 education and beyond. This summit is designed for educators across all levels, including K-12 teachers, higher education faculty, administrators, and support staff.

## November 6, 2025



6.3. Curriculum Data  
**Presenter:** Joe Youanes

6.4. Student Representatives to the Board  
**Presenter:** Leilani Hamilton and Grace Hatton

7. COMMUNICATIONS  
**Presenter:** Board of Education Secretary

8. \*CONSENT AGENDA (*Personnel / Instruction / Business*)

8.1. \*Payment of Expenses

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**WIRE TRANSFERS**

9/1/2025 - 9/30/2025

<b><u>DATE</u></b>	<b><u>PAYROLL LIABILITIES</u></b>	<b><u>TRANSFERS</u></b>	<b><u>DESCRIPTION</u></b>
9/12/2025	1,567,946.21		
9/26/2025	1,556,917.38		
9/2/2025		148.02	MERCH SERV FEES
9/3/2025		397.79	DTE
9/4/2025		559,126.38	ORS
9/5/2025		182.99	NVA VISION
9/5/2025		105.30	NVA VISION
9/8/2025		776.87	DETROIT TAXES
9/11/2025		44.41	CLOVER GO
9/12/2025		84,646.07	EDUSTAFF
9/19/2025		653,286.94	ORS
9/24/2025		25,001.86	EDUSTAFF
9/25/2025		361.40	SETSEG
9/26/2025		106,761.25	EDUSTAFF
TOTAL	<u>\$3,124,863.59</u>	<u>1,430,839.28</u>	

TOTAL TRANSFERS: \$4,555,702.87

ROYAL OAK SCHOOLS

**BILLS SUBMITTED FOR APPROVAL**

**09/30/25**

BILLS PAID:	9/01/2025 - 9/30/2025	ACCOUNTS PAYABLE - GENERAL	\$322,931.21
VENDOR EP:	9/01/2025 - 9/30/2025	ACCOUNTS PAYABLE - GENERAL	\$2,333,752.53
WIRE TRANSFERS:	9/01/2025 - 9/30/2025	WIRE TRANSFERS:	<u>\$4,555,702.87</u>
		TOTAL:	\$7,212,386.61

**GRAND TOTAL** **\$7,212,386.61**

## Electronic Payment Register September 2025

Check #	Check Date	Vendor ID	Vendor Name	Check Amount
00007626	9/4/2025	008312	ABSOPURE WATER COMPANY LLC	38.95
00007627	9/4/2025	402817	ALL CITY MECHANICAL AND REFRIG	1,439.32
00007628	9/4/2025	402783	AMAZON.COM SERVICES LLC	6,771.40
00007629	9/4/2025	004606	APPLE INC	1,998.00
00007630	9/4/2025	009058	APPLIED INNOVATION	325.60
00007631	9/4/2025	009863	ASI SIGNAGE INNOVATIONS	1,280.00
00007632	9/4/2025	008670	BLICK ART MATERIALS	1,032.49
00007633	9/4/2025	004752	CENTRAL MICHIGAN PAPER CO	1,360.00
00007634	9/4/2025	402509	CINTAS CORPORATION	4,909.99
00007635	9/4/2025	404035	CMS ERM MICHIGAN LLC	75,013.40
00007636	9/4/2025	401440	CNS ELECTRIC CO	12,183.00
00007637	9/4/2025	400164	ELI REVIEW	5,500.00
00007638	9/4/2025	317649	FIRE DEFENSE EQUIPMENT CO INC	3,079.22
00007639	9/4/2025	006297	GFL ENVIRONMENTAL USA INC	50.00
00007640	9/4/2025	403233	IMAGINE LEARNING LLC	240.00
00007641	9/4/2025	004947	JAYS SEPTIC TANK SERVICE	140.00
00007642	9/4/2025	035370	JORDANO GRAPHICS SIGNS LLC	165.20
00007643	9/4/2025	400547	MEI TOTAL ELEVATOR SOLUTIONS	835.11
00007644	9/4/2025	402956	MICHIGAN VIRTUAL CHARTER ACAD	1,657.46
00007645	9/4/2025	006148	MIDSTATES RECREATION	898.60
00007646	9/4/2025	402760	MURPHY, AMY	38.71
00007647	9/4/2025	050310	OAKLAND SCHOOLS	28,485.22
00007648	9/4/2025	403185	PEOPLE DRIVEN TECHNOLOGY INC	1,171.16
00007649	9/4/2025	404346	PERKINS, JENNIFER	14.77
00007650	9/4/2025	403112	QUENCH USA INC	88.85
00007651	9/4/2025	057719	ROSE PEST SOLUTIONS	1,607.00
00007652	9/4/2025	404143	SCHENA ROOFING AND SHEET METAL	232,631.40
00007653	9/4/2025	069450	SCHOOL SPECIALTY LLC	164.35
00007654	9/4/2025	404288	SEC SHIELD LLC	77,686.00
00007655	9/4/2025	009691	SERVICE PRO	11,335.00
00007656	9/4/2025	403618	SIGNS N DESIGNS INC	171.50
00007657	9/4/2025	402718	STAFFORD SMITH INC	41,835.23
00007658	9/4/2025	063680	STAPLES BUSINESS ADVANTAGE	190.62
00007659	9/4/2025	009853	SUPERIOR GROUNDCOVER INC	7,150.00
00007660	9/4/2025	000535	VERIZON WIRELESS SERVICES LLC	2,150.75
00007661	9/4/2025	402946	WEATHERTECH CONSULTING GROUP I	13,373.75
00007662	9/11/2025	401072	A R REPAIRS BAKERS KNEADS INC	260.00
00007663	9/11/2025	404258	ABM	254,247.07
00007664	9/11/2025	402783	AMAZON.COM SERVICES LLC	5,961.10
00007665	9/11/2025	009058	APPLIED INNOVATION	1,006.69
00007666	9/11/2025	009024	ASPEN DOOR SUPPLY	3,055.00

Check #	Check Date	Vendor ID	Vendor Name	Check Amount
00007667	9/11/2025	005850	AUDIO SENTRY CORP	200.00
00007668	9/11/2025	403501	AUNT FLOW	3,000.00
00007669	9/11/2025	008100	BILLINGS LAWN EQUIPMENT	75.76
00007670	9/11/2025	402986	CLELAND HOST, HEATHER	75.00
00007671	9/11/2025	403039	CULPEPPER, SARAH	15.96
00007672	9/11/2025	404144	DURHAM SCHOOL SERVICES LP	51,799.04
00007673	9/11/2025	404104	GALLAGHER BENEFIT SERVICES INC	6,000.00
00007674	9/11/2025	403592	GREEN, JANET	31.92
00007675	9/11/2025	005124	H O H WATER TECHNOLOGY INC	921.30
00007676	9/11/2025	403233	IMAGINE LEARNING LLC	53,175.00
00007677	9/11/2025	401543	ITHAKA HARBORS INC	1,530.00
00007678	9/11/2025	097413	J W PEPPER & SON INC	233.37
00007679	9/11/2025	004947	JAYS SEPTIC TANK SERVICE	280.00
00007680	9/11/2025	035160	JOHNSON CONTROLS INC	10,846.67
00007681	9/11/2025	402025	MAGNER, KATELYN	14.00
00007682	9/11/2025	400547	MEI TOTAL ELEVATOR SOLUTIONS	790.00
00007683	9/11/2025	005896	MORGAN, SEAN	22.98
00007684	9/11/2025	050310	OAKLAND SCHOOLS	212.77
00007685	9/11/2025	008905	OAKLAND SCHOOLS PRODUCTION	1,884.15
00007686	9/11/2025	402919	PALMERI, MELANIE	44.10
00007687	9/11/2025	403638	PROFESSIONAL CABLING SOLUTIONS	1,216.25
00007688	9/11/2025	069450	SCHOOL SPECIALTY LLC	655.18
00007689	9/11/2025	401839	SCHOOL TECH TEAM INC	17.50
00007690	9/11/2025	404288	SEC SHIELD LLC	190.04
00007691	9/11/2025	009691	SERVICE PRO	2,967.50
00007692	9/11/2025	403710	SNO SITES	500.00
00007693	9/11/2025	400780	SOOKHAI-KING, FIONA	380.12
00007694	9/11/2025	400097	SWANK MOVIE LICENSING USA	672.00
00007695	9/11/2025	403738	TOSHIBA BUSINESS SOLUTIONS	1,514.61
00007696	9/11/2025	400048	TRINGALI SANITATION INC	125.00
00007697	9/11/2025	005756	YEO AND YEO PC	12,650.00
00007698	9/18/2025	402783	AMAZON.COM SERVICES LLC	6,066.36
00007699	9/18/2025	401572	AZTEC SOFTWARE LLC	2,025.00
00007700	9/18/2025	006046	B AND H PHOTO VIDEO	470.79
00007701	9/18/2025	006499	BERESFORD COMPANY	806.00
00007702	9/18/2025	008670	BLICK ART MATERIALS	6,043.94
00007703	9/18/2025	006111	CEI MICHIGAN LLC	989.00
00007704	9/18/2025	011538	CHARTWELLS DINING	97,314.64
00007705	9/18/2025	404035	CMS ERM MICHIGAN LLC	77,853.32
00007706	9/18/2025	402070	COLLINS AND BLAHA PC	1,035.00
00007707	9/18/2025	009592	CSM MECHANICAL LLC	194,015.12
00007708	9/18/2025	002655	DAUNT, KARA	530.25
00007709	9/18/2025	010272	DEARBORN NATIONAL LIFE INS CO	3,572.77

Check #	Check Date	Vendor ID	Vendor Name	Check Amount
00007710	9/18/2025	090764	DERMINER, KERRY	100.00
00007711	9/18/2025	403616	HOWIES ATHLETIC TAPE	465.61
00007712	9/18/2025	097413	J W PEPPER & SON INC	152.40
00007713	9/18/2025	006576	LECOLE PLANNERS LLC	11,072.50
00007714	9/18/2025	008224	LEXIA VOYAGER SOPRIS INC	2,596.00
00007715	9/18/2025	404107	MANOLIAS, MARIA	31.98
00007716	9/18/2025	000838	MARKERBOARD PEOPLE, THE	3,120.00
00007717	9/18/2025	013270	MJ CHISHOLM CONSTRUCTION CO	9,000.00
00007718	9/18/2025	048300	NATIONAL TIME AND SIGNAL	129.89
00007719	9/18/2025	050310	OAKLAND SCHOOLS	240.00
00007720	9/18/2025	069450	SCHOOL SPECIALTY LLC	810.63
00007721	9/18/2025	009691	SERVICE PRO	3,694.00
00007722	9/18/2025	063680	STAPLES BUSINESS ADVANTAGE	12.95
00007723	9/18/2025	009853	SUPERIOR GROUNDCOVER INC	2,240.00
00007724	9/18/2025	066775	THRUN LAW FIRM PC	67.00
00007725	9/25/2025	402817	ALL CITY MECHANICAL AND REFRIG	1,537.50
00007726	9/25/2025	402783	AMAZON.COM SERVICES LLC	3,738.10
00007727	9/25/2025	005850	AUDIO SENTRY CORP	9,391.20
00007728	9/25/2025	008100	BILLINGS LAWN EQUIPMENT	33.16
00007729	9/25/2025	008670	BLICK ART MATERIALS	447.08
00007730	9/25/2025	401498	BRUNNER AVENA, AMY	152.60
00007731	9/25/2025	400432	CARRS MOTORCOACH LLC	3,450.00
00007732	9/25/2025	013730	CLARK HILL PLC	2,311.50
00007733	9/25/2025	009365	CLEAR RATE COMMUNICATIONS LLC	840.01
00007734	9/25/2025	404035	CMS ERM MICHIGAN LLC	827.50
00007735	9/25/2025	401440	CNS ELECTRIC CO	9,580.00
00007736	9/25/2025	400959	CONTINENTAL INTERIORS INC	1,500.00
00007737	9/25/2025	016656	CURRICULUM ASSOCIATES LLC	147,694.60
00007738	9/25/2025	090764	DERMINER, KERRY	125.00
00007739	9/25/2025	403449	ELECTROCOMM MICHIGAN	1,833.25
00007740	9/25/2025	027845	GOPHER SPORT	820.12
00007741	9/25/2025	403049	HERMON, AMY	1,800.00
00007742	9/25/2025	400836	KOIVUNEN, MEGHAN	79.00
00007743	9/25/2025	009957	KRANTZ, KATHLEEN	102.41
00007744	9/25/2025	037467	KURTS KUSTOM PROMOTIONS LLC	288.00
00007745	9/25/2025	037818	LAKESHORE LEARNING MATERIALS L	1,145.94
00007746	9/25/2025	402621	LARKIN ENGINEERING LLC	5,025.00
00007747	9/25/2025	005896	MORGAN, SEAN	54.67
00007748	9/25/2025	400150	MUNETRIX LLC	9,837.00
00007749	9/25/2025	050310	OAKLAND SCHOOLS	840.00
00007750	9/25/2025	006688	OAKLAND UNIVERSITY	52,332.50
00007751	9/25/2025	403112	QUENCH USA INC	88.85
00007752	9/25/2025	403059	SAVONA, REBEKAH	12.60

Check #	Check Date	Vendor ID	Vendor Name	Check Amount
00007753	9/25/2025	069450	SCHOOL SPECIALTY LLC	1,206.98
00007754	9/25/2025	403776	SCHWARB, AMY	81.62
00007755	9/25/2025	009691	SERVICE PRO	5,878.00
00007756	9/25/2025	063680	STAPLES BUSINESS ADVANTAGE	346.20
00007757	9/25/2025	404218	SZMANSKY, THERESA	85.19
00007758	9/25/2025	007880	TES THERAPY	3,433.75
00007759	9/25/2025	403090	US OMNI AND TSACG COMPLIANCE S	362.84
00007760	9/29/2025	402783	AMAZON.COM SERVICES LLC	2,435.45
00007761	9/29/2025	009058	APPLIED INNOVATION	1,960.14
00007762	9/29/2025	009592	CSM MECHANICAL LLC	109,325.32
00007763	9/29/2025	010272	DEARBORN NATIONAL LIFE INS CO	3,572.56
00007764	9/29/2025	317649	FIRE DEFENSE EQUIPMENT CO INC	1,455.12
00007765	9/29/2025	037467	KURTS KUSTOM PROMOTIONS LLC	94.08
00007766	9/29/2025	050048	OAKLAND COMMUNITY COLLEGE	9,053.69
00007767	9/29/2025	403112	QUENCH USA INC	198.00
00007768	9/29/2025	063680	STAPLES BUSINESS ADVANTAGE	304.91
00007769	9/29/2025	401812	TRUE NORTH ASPHALT LLC	560,033.81
Electronic Payments Issued				2,333,752.53
Less VOIDS				-
<b>GRAND TOTAL</b>				<b>2,333,752.53</b>

### Check Register September 2025

Check	Check Date	Vendor ID	Vendor Name	Check Amount
225517	9/4/2025	401065	ALL ACCESS NAME TAGS & CREDENT	51.30
225518	9/4/2025	006136	BSN SPORTS LLC	3,376.07
225519	9/4/2025	011230	CDW GOVERNMENT LLC	1,132.16
225520	9/4/2025	403698	CONSTELLATION NEWENERGY GAS DI	3,070.13
225521	9/4/2025	404323	DANIELS GLASS CO INC	790.00
225522	9/4/2025	005652	DIHYDRO SERVICES INC	5,188.00
225523	9/4/2025	404069	DYER, DIANA	90.00
225524	9/4/2025	008842	ELITE SPORTWEAR LP	4,008.60
225525	9/4/2025	404318	EVERWHITE CORPORATION	965.00
225526	9/4/2025	403378	FISLERDATA LLC	369.00
225527	9/4/2025	403918	KLOPFENSTEIN, LORI	26.25
225528	9/4/2025	402091	LEONARDS SYRUPS	351.00
225529	9/4/2025	404342	LUTHERAN EDUCATION ASSOCIATION	438.00
225530	9/4/2025	041487	MASB MI ASSN OF SCHOOL BOARDS	815.00
225531	9/4/2025	404339	RADLOFF, LISA	94.00
225532	9/4/2025	008728	SCHOOL MATE	212.50
225533	9/4/2025	060714	SET-SEG	20,749.00
225534	9/4/2025	403339	SEVEN BROTHERS PAINTING INC	2,460.68
225535	9/4/2025	068069	UNITED PARCEL SERVICE INC	45.00
225536	9/4/2025	401176	VINCIL, ABRAHAM	33.60
225537	9/4/2025	402622	WEVIDEO INC	324.26
225538	9/11/2025	008605	ANDERSONS	420.66
225539	9/11/2025	008808	ARMADILLO PRINTWEAR	1,480.00
225540	9/11/2025	404353	AU CONCEPTS AND DESIGNS LLC	1,007.75
225541	9/11/2025	404327	BEST BUY BUSINESS ADVANTAGE AC	5,551.14
225542	9/11/2025	317441	BOWKER, JIM	46.34
225543	9/11/2025	404084	BULLDOG APPAREL	1,560.00
225544	9/11/2025	402083	BURKE, KERRY	94.00
225545	9/11/2025	005353	CCCAM	675.00
225546	9/11/2025	404351	CIECKO, JOHN	60.00
225547	9/11/2025	057870	CITY OF ROYAL OAK	4,369.10
225548	9/11/2025	014360	COLORADO TIME SYSTEMS	4,810.00
225549	9/11/2025	015210	CONSUMERS ENERGY COMPANY	3,628.46
225550	9/11/2025	001289	COREWELL HEALTH	4,743.00
225551	9/11/2025	016005	CRANBROOK EDUCATIONAL COMMUNIT	100.00
225552	9/11/2025	404331	DESCON	632.50
225553	9/11/2025	018360	DTE ENERGY	998.13
225554	9/11/2025	009022	FARMINGTON PUBLIC SCHOOL DISTR	400.00
225555	9/11/2025	403880	FINALFORMS	4,364.00
225556	9/11/2025	404352	GIZAW, SELAMAWIT	50.00
225557	9/11/2025	401353	HURON VALLEY SCHOOLS	150.00

Check	Check Date	Vendor ID	Vendor Name	Check Amount
225558	9/11/2025	404056	INFORMED K12	27,810.00
225559	9/11/2025	008958	KALINOWSKI, TRACY	321.62
225560	9/11/2025	402123	KIMBERLY FENCE AND SUPPLY	2,661.94
225561	9/11/2025	401907	LEONARD, MOLLY	40.65
225562	9/11/2025	404348	LOBBESTAEL, HEATHER	144.00
225563	9/11/2025	404308	LUCIDO AND MANZELLA PC	575.89
225564	9/11/2025	404349	MASSON, SARA	83.99
225565	9/11/2025	404354	MCCAFFREY, JONATHAN	144.00
225566	9/11/2025	401415	METROPOLITAN LIFE INS CO	1,596.00
225567	9/11/2025	403038	NELSON, KATHERINE	12.95
225568	9/11/2025	050244	OAKLAND COUNTY TREASURER	25,992.68
225569	9/11/2025	404068	OCADA	1,350.00
225570	9/11/2025	404355	RONDEAU, ROBERT	98.80
225571	9/11/2025	013037	TRUGREEN	4,399.35
225572	9/11/2025	401166	VOSBURG, TIFFANY	16.40
225573	9/11/2025	402507	WALSH, LESLEY	96.00
225574	9/18/2025	401065	ALL ACCESS NAME TAGS & CREDENT	8.55
225575	9/18/2025	403954	AMERICAN READING COMPANY INC	10,300.00
225576	9/18/2025	401902	ARBITERSPORTS LLC	815.00
225577	9/18/2025	404327	BEST BUY BUSINESS ADVANTAGE AC	961.85
225578	9/18/2025	403610	BLACK TIE PRODUCTIONS	2,695.00
225579	9/18/2025	006136	BSN SPORTS LLC	159.60
225580	9/18/2025	015210	CONSUMERS ENERGY COMPANY	867.29
225581	9/18/2025	404251	EASTPOINTE COMMUNITY SCHOOLS	85.82
225582	9/18/2025	401164	EYSTER, LESLIE	250.00
225583	9/18/2025	008175	HUDL	13,000.00
225584	9/18/2025	003766	JCC OF METROPOLITAN DETROIT	4,800.00
225585	9/18/2025	404358	JEFFREY WATERSTREDT	55.98
225586	9/18/2025	402123	KIMBERLY FENCE AND SUPPLY	7,450.10
225587	9/18/2025	402091	LEONARDS SYRUPS	281.25
225588	9/18/2025	041487	MASB MI ASSN OF SCHOOL BOARDS	3,000.00
225589	9/18/2025	044671	MICHIGAN SCHOOL BAND &	750.00
225590	9/18/2025	002444	MSVMA	385.00
225591	9/18/2025	404340	PIONEER DRAMA SERVICE INC	757.00
225592	9/18/2025	018060	R L DEPPMANN COMPANY	4,092.08
225593	9/18/2025	008728	SCHOOL MATE	740.00
225594	9/18/2025	403316	SPORTS IMPORTS INC	1,044.90
225595	9/18/2025	005044	STATE OF MICHIGAN BUREAU OF	375.00
225596	9/18/2025	404044	SZUNKO, BRITTANY	300.00
225597	9/25/2025	403421	ANGLEBRANDT, LYNN	12.50
225598	9/25/2025	011230	CDW GOVERNMENT LLC	3,524.70
225599	9/25/2025	403663	CHARACTERSTRONG LLC	4,496.00
225600	9/25/2025	057870	CITY OF ROYAL OAK	13,972.85

Check	Check Date	Vendor ID	Vendor Name	Check Amount
225601	9/25/2025	404284	CLEGHORN, CHELSEA	23.94
225602	9/25/2025	015210	CONSUMERS ENERGY COMPANY	1,549.39
225603	9/25/2025	000834	COSTCO WHOLESALE CORPORATION	65.00
225604	9/25/2025	008160	DEMIRI, JANKA	143.57
225605	9/25/2025	018360	DTE ENERGY	35,327.40
225606	9/25/2025	404320	GANNETT DETROIT LOCALIQ	4,867.98
225607	9/25/2025	003766	JCC OF METROPOLITAN DETROIT	4,800.00
225608	9/25/2025	008958	KALINOWSKI, TRACY	350.99
225609	9/25/2025	403363	LITERACY MINNESOTA	550.00
225610	9/25/2025	404308	LUCIDO AND MANZELLA PC	576.92
225611	9/25/2025	404028	MADISON DISTRICT PUBLIC SCHOOL	11,759.51
225612	9/25/2025	041487	MASB MI ASSN OF SCHOOL BOARDS	963.40
225613	9/25/2025	404257	MILLER, CATHERINE	159.18
225614	9/25/2025	001603	MISDU	17.24
225615	9/25/2025	018060	R L DEPPMANN COMPANY	20,540.36
225616	9/25/2025	401981	REA, REBECCA	89.67
225617	9/25/2025	403760	REMEDIA PUBLICATIONS INC	115.10
225618	9/25/2025	404039	RIGHT HOOK BRANDED MERCHANDISE	400.00
225619	9/25/2025	005763	SCHOLASTIC CLASSROOM MAGAZINES	79.64
225620	9/25/2025	404345	SPRINGER, ANITA	47.50
225621	9/25/2025	013037	TRUGREEN	2,145.36
225622	9/25/2025	404164	VINCIL, LILY	33.60
225623	9/25/2025	402117	WEBER AND OLCESE PLC	495.86
225624	9/25/2025	400626	WORRELL, JOHN	65.50
225625	9/25/2025	404363	WRIGHT, ELIZABETH	7.50
225626	9/29/2025	404118	ALZHEIMERS ASSOCIATION	88.06
225627	9/29/2025	403954	AMERICAN READING COMPANY INC	8,400.00
225628	9/29/2025	403758	BELLE ISLE CONSERVANCY	680.00
225629	9/29/2025	403153	BROWN, WILLIAM	444.39
225630	9/29/2025	401164	EYSTER, LESLIE	200.00
225631	9/29/2025	401415	METROPOLITAN LIFE INS CO	1,617.00
225632	9/29/2025	009817	ROHS DRAMA BOOSTERS	3,926.25
225633	9/29/2025	002825	SCHOOLSOPEN LLC	2,180.13
			Checks Issued	322,964.81
			Less VOIDS	(33.60)
			<b>GRAND TOTAL</b>	<b>322,931.21</b>

## 9. MATTERS FOR DISCUSSION / ACTION

### 9.1. Superintendent

**Presenter:** John Tafelski

9.1.1. Second Reading of Revised/Replaced and/or Recommended Policies & Guidelines

35

Book	Policy Manual
Section	1000 Administration
Title	Copy of CONFLICT OF INTEREST
Code	po1130
Status	
Adopted	September 13, 2012
Last Revised	February 13, 2025

### 1130 - **CONFLICT OF INTEREST**

Staff members, officers, and agents shall perform their official duties in a manner free from conflict of interest. To this end:

- A. The maintenance of unusually high standards of honesty, integrity, impartiality, and professional conduct by the District's Board members, employees, officers, and agents is essential to ensure the proper performance of school business as well as to earn and keep public confidence in the District.

To accomplish this, the Board of Education has adopted the following guidelines which apply to all District employees, officers, agents, and Board members to assure that conflicts of interest do not occur. These guidelines are not intended to be all inclusive, nor to substitute for good judgment on the part of all employees, officers, agents, and Board members.

1. No employee, officer, agent, or Board member shall engage in or have a financial or other interest, directly or indirectly, in any activity that conflicts or raises a reasonable question of conflict with the employee's, officer's, agent's, or Board member's duties and responsibilities in the school system. When a staff member determines that the possibility of a personal interest conflict exists, the staff member should, prior to the matter being considered by the Board or administration, disclose the staff member's interest (such disclosure shall become a matter of record in the minutes of the Board).
2. No staff member, officer, agent, or Board member shall use their position to benefit either themselves or any other individual or agency apart from the total interest of the District.
3. If the financial interest pertains to a proposed contract with the District, the following requirements must be met.

The staff member, officer, agent, or Board member shall disclose the direct financial interest in the contract to the Board with such disclosure made a part of the official Board minutes. If the direct financial interest amounts to \$250 or more or five percent (5%) or more of the contract cost to the District, the staff member, officer, agent, or Board member shall make the disclosure in one (1) of two (2) ways:

- a. In writing, to the Board president at least seven (7) days prior to the meeting at which the vote on the contract will be taken. The disclosure shall be made public in the same manner as the Board's notices of its public meetings. (See Bylaw 0165.)
  - b. By announcement at a meeting at least seven (7) days prior to the meeting at which a vote on the contract is to be taken. The staff member, officer, agent, or Board member must use this method of disclosure if the financial interest amounts to \$5,000 or more.
4. Employees, officers, agents, and Board members shall not engage in business, private practice of their profession, the rendering of services, or the sale of goods of any type where advantage is taken of any professional relationship the employee, officer, agent, or Board member may have with any student, client, or parents of such students or clients in the course of the employee's, officer's, agent's, or Board member's employment or professional relationship with the District.

Included, by way of illustration rather than limitation are the following:

- a. the provision of any private lessons or services for a fee
  - b. the use, sale, or improper divulging of any privileged information about a student or client gained in the course of the employee's, officer's, agent's, or Board member's employment or professional relationship with the District through access to District records
  - c. the referral of any student or client for lessons or services to any private business or professional practitioner if there is any expectation of reciprocal referrals, sharing of fees, or other remuneration for such referrals
  - d. the requirement of students or clients to purchase any private goods or services provided by an employee, officer, agent, or Board member, or any business or professional practitioner with whom any employee, officer, agent, or Board member has a financial or other relationship, as a condition of receiving any grades, credits, promotions, approvals, or recommendations
5. Employees, officers, agents, or Board members shall not make use of materials, equipment, or facilities of the District in private practice. Examples would be the use of facilities before, during, or after regular business hours for service to private practice clients, or the checking out of items from an instructional materials center for private practice.
- B. Should exceptions to this policy be necessary in order to provide services to students or clients of the School District, all such exceptions will be made known to the employee's supervisor and will be disclosed to the Superintendent **before** entering into any private relationship.
- C. No employee, officer, agent, or Board member with a real or apparent conflict of interest may participate in the selection, award, or administration of a contract supported by the Federal award. A conflict of interest includes when the employee, officer, agent, or Board member, any member of their immediate family, their partner, or an organization that employs or is about to employ any of the parties indicated herein, has a financial or other interest in or a tangible personal benefit from an entity considered for a contract.

Pursuant to Federal rules, the District has set standards for situations where the financial interest is not substantial or the gift is an unsolicited item of nominal value. ~~For purposes of this section, "nominal value" means that the gift has a monetary value of \$73 or less.~~ Board members and school personnel shall not accept any gifts or favors from vendors which might, in any way, influence their recommendations on the eventual purchase of equipment, supplies, or services.

- D. If the District has a parent, affiliate or subsidiary organization that is not a State, local government or Indian tribe, the District may not conduct a procurement action involving the parent, affiliate or subsidiary organization if the District is unable, or appears to be unable, to be impartial in conducting a procurement action involving a related organization.
- E. Employees, officers, agents, and Board members must promptly disclose any potential conflict of interest which may lead to a violation of this policy to the District. Upon discovery of any potential conflict of interest, the District will disclose, in writing, the potential conflict of interest to the appropriate Federal agency or, if applicable, the pass-through entity.

The District will also promptly disclose whenever, in connection with the Federal award (including any activities or subawards thereunder), it has credible evidence of the commission of a violation of Federal criminal law involving fraud, conflict of interest, bribery, or gratuity violations found in Title 18 of the United States Code or a violation of the civil False Claims Act (31 U.S.C. 3729-3733). The disclosure must be made in writing to the Federal agency, the agency's Office of Inspector General, and pass-through entity. The District is also required to report matters related to recipient integrity and performance in accordance with Appendix XII of 2 C.F.R. Part 200.

- F. Employees, officers, agents, and Board members found to be in violation of this conflict of interest policy will be subject to disciplinary action up to and including termination, as permitted by applicable Board policy

Revised 11/12/15

Revised 6/23/16

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Legal 2 C.F.R. 200.112, 200.113, 200.318

M.C.L. 380.634, 380.1805(1)

Last Modified by Jennifer Perkins on September 3, 2025

Book	Policy Manual
Section	3000 Professional Staff
Title	Copy of CONFLICT OF INTEREST
Code	po3110
Status	
Adopted	September 13, 2012
Last Revised	February 13, 2025

### 3110 - **CONFLICT OF INTEREST**

Staff members, officers, and agents shall perform their official duties in a manner free from conflict of interest. To this end:

- A. The maintenance of unusually high standards of honesty, integrity, impartiality, and professional conduct by the District's Board members, employees, officers, and agents is essential to ensure the proper performance of school business as well as to earn and keep public confidence in the District.

To accomplish this, the Board of Education has adopted the following guidelines which apply to all District employees, officers, agents, and Board members to assure that conflicts of interest do not occur. These guidelines are not intended to be all-inclusive, nor to substitute for good judgment on the part of all employees, officers, agents, and Board members.

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Included, by way of illustration rather than limitation, are the following:



Book	Policy Manual
Section	4000 Support Staff
Title	Copy of CONFLICT OF INTEREST
Code	po4110
Status	
Adopted	September 13, 2012
Last Revised	February 13, 2025

#### 4110 - **CONFLICT OF INTEREST**

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Included, by way of illustration rather than limitation, are the following:







# ROYAL OAK SCHOOLS

A COMMUNITY OF EXCELLENCE

## MEMORANDUM

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TO: Dr. John Tafelski

FROM: Michelle Kerns, AIA

DATE: October 3, 2025

RE: Bid #26-1 Royal Oak Middle School Tennis Court Surfacing

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The Royal Oak Middle School Tennis Court Surfacing improves the playability. This work includes the 2 tennis courts to the south. This also includes new tennis court nets, posts and layout for 4 Pickleball courts.

Request for Proposal (RFP) developed and released: September 15, 2025

Pre-Bid Meeting: None was held.

Bids Due: September 29, 2025

Post Bid Interview/reference checks: October 1, 2025 and October 2, 2025

Two vendors submitted proposals. Proposals were reviewed by Mark Paulus. Post-bid meetings were held, and references were checked.

Based on the bids and post-bid interviews, we recommend that the low-responsive bidder, Trist Creek Flooring, Inc., be awarded a contract in the amount of \$120,000.00. Additionally, we are requesting a 10% contingency to address any unforeseen conditions.

Attachments:

Bid tabulation

Board Resolution

**ROYAL OAK SCHOOLS - BID #2426-01**  
**ROYAL OAK MIDDLE SCHOOL TENNIS COURT SURFACING**  
**BID DUE DATE AND TIME: SEPTEMBER 29, 2025 AT 11:00 AM**

Bidders Name	Bidders Location in Michigan	Bid Security	Addendum 1 Noted	Familial Relationship Affidavit	Iran Linked Business Affidavit	Grand Total Amount	Remarks
City Carpet & Flooring, Inc	Detroit	Y	Y	Y	Y	\$179,300	
Trist Creek Flooring Inc.	Grass Lake	Y	Y	Y	Y	\$120,000	

## 9.2. Curriculum & Instruction

**Presenter:** Joe Youanes

## 9.3. Staff and Student Services

**Presenter:** Patrick Wolynski

### 9.3.1. Personnel Changes

45

October 9, 2025

**Regular Personnel Changes:**

RESOLVED that Royal Oak Schools Board of Education hereby approves the following regular personnel changes:

<b>NAME</b>	<b>POSITION</b>	<b>ACTION</b>	<b>EFFECTIVE DATE</b>
Hannah Connelly	Level 3 Teacher – ROMS	Resigned	9/12/25
Ghada Kanaan	Paraeducator - Keller	Hired	9/12/25
Lakeisha Bates	Paraeducator – Oak Ridge	Hired	9/12/25
Fatema Isalam	Paraeducator – Addams	Hired	9/12/25
Katherine Truby	Paraeducator – Keller	Hired	9/15/25
Rebecca Lynch	Paraeducator – Addams	Hired	9/22/25
Lola Taylor	Paraeducator – ROHS	Hired	9/24/25
Dana Wilson	Paraeducator – Oak Ridge	Hired	9/24/25
Theresa Jackson	Paraeducator – Keller	Hired	9/30/25
Jamison Brown	Resource Room Teacher - Addams	Hired	10/2/25
Amy Morris	Preschool Teacher – Addams ECC	Hired	10/3/25
Siobhan Dotson	Paraeducator – Upton	Retired	10/14/25
Nancy Mayhew	SLP – Oak Ridge	Retired	12/31/25

10. PUBLIC COMMENT (same rules apply)

11. BOARD COMMENTS / LIAISON REPORT

12. ADJOURNMENT (approval by consensus)

[Royal Oak Schools Board of Education meetings are open to the public. There is a time for public participation during the meeting as indicated in the agenda. This meeting is for the purposes of conducting the School District's business and is not to be considered a "community" meeting.]