

# Draft

School District of the City of Saginaw  
**MINUTES OF THE BOARD ACTION MEETING**  
550 Millard Street • Saginaw, Michigan 48607 • 989-399-6500  
August 20, 2025

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President Coleman called the meeting to order at 5:30 PM.

## 1. ATTENDANCE

<b>Board of Education:</b>	President C. Coleman	Present
	Vice President J. Nash	Present
	Secretary K. M. Rooker	Present
	Treasurer R. A. Knapp	Present
	Trustee J. Calhoun	Present
	Trustee J. Seals	Present (Arrived at 5:34. pm)
	Trustee M. Thompson	Present

### Central Administration Staff:

Superintendent R. Roberts	Present
Deputy Superintendent T. Johnson	Present

## 2. APPROVAL OF AGENDA

President Coleman asked Board Members if there were any additions or subtractions to the agenda. Dr. Coleman would like to move item “C” up in front of item “A” for presentation.

Dr. Coleman asked if there were further adjustments. If not, we will make these changes and follow the amended agenda.

A voice vote was taken with the following results.

Ayes: 6 Nays: 0 – Motion Carried

## 3. PRESENTATION

### Simmons Advantage Partnership

Dr. Roberts called Rachel Reid to share information about the Simmons Advantage Partnership, which has been around for several years. Mrs. Reid introduced Mr. Kwame Simmons and his team and shared how SPSPD students participated in a summer work-based learning program with Simmons Advantage. Mrs. Reid highlighted the program's success in providing valuable work experience, as facilitated by Mr. Tim Furtaw. Mr. Simmons introduced this team (Tamkia Simmons, Chantel Moore, Blessing Jackson, and LaShawn Williams). Mr. Simmons acknowledged the collaborative efforts that made the program possible, emphasizing the importance of partnerships in enhancing educational opportunities for young people. Each student received a certificate and a handshake from the Board Members, and Dr. Roberts congratulated the students. The Saginaw Board of Education honored students who gained work experience through a partnership with Simmons Advantage.

#### Bond 2020 Completion Date

Dr. Roberts called on Steve Morales for RC Hendrick, Construction Manager, to go over completion dates for Bond 2020. Mr. Morales shared that the Saginaw Arts and Sciences Academy is nearing completion, with major work on locker rooms and the pool expected to be completed by early November completion. Saginaw Middle School is set to complete final adjustments to its audio-visual systems by September and install bleachers by the end of October. He shared that the sidewalks will be completed by this week, and turf installation at the United Athletic Fields is anticipated to begin on Monday. The Scoreboard will be done ready by next week, and the track will be in September. Overall, the projects remain on schedule, with most work expected to be finalized by the end of September and October, barring weather-related delays.

#### Bond Budget

Dr. Roberts called on Trace Hendrick to report on the bond budget. Mr. Hendrick shared that he was glad that Steve was present to give those updates more eloquently than he could. He shared budget updates and answered questions from the Board Members.

Mr. Hendrick shared that since the last update back in May, there has been an additional \$230,000 spending increase at Saginaw United, primarily due to unforeseen construction needs.

He shared that SASA's budget increased by \$38,000 for auditorium and parking lot updates.

Mr. Hendrick said Handley is fine; the budget is about \$19,000, which is to the good.

Mr. Hendrick shared that Saginaw Middle's budget was adjusted \$48,000 for the demolition of the existing bleachers. He shared that it was a minor variation from the final budget, which was removed and replaced due to the old budget.

#### **4. PUBLIC/UNION COMMENTS**

President Coleman called for Public and Union Comments, and none were made.

#### **5. SUPERINTENDENT'S REPORT**

##### Teacher and Staff Vacancies

Dr. Roberts said there is no formal report, he asked Ms. Tiffany Pruitt to give an overview of the teacher vacancies. Ms. Pruitt shared that the district has hired and secured subs for certain Special Educational classes, and they will receive additional pay for that position. She shared that she has hired 56 new teachers and social workers, resulting in a 10% vacancy rate, a notable improvement from previous years. Dr. Roberts shared that the HR team is actively working to fill remaining vacancies before the school year begins.

#### **6. NEW BUSINESS**

##### Finance

Dr. Roberts called on Ms. Tamara Johnson to share information on the Salary Scale for both ESG and our Executive staff. He shared that he introduced this item on Monday in the Building and Grounds Finance meeting. Dr. Roberts shared that the teachers have settled, and based on that, we then settled with the administrators. Consequently, we also settled with the other employees, including employee groups and those for whom we have not yet structured salary scales. He said that it includes ESG, and our executive staff is still negotiating with SEIU 517M. Once those negotiations are completed, we will bring it to the board. Dr. Roberts said that, based on the Board Members' recommendations from Monday, we now have some more definitive information. Ms. Johnson is here to share the numbers and information requested for presentation.

### ESG and Executive Salary Scales

Ms. Johnson shared information regarding the Administrator Scale. She shared information and provided figures for the Administrators, indicating wages of \$2,371,216, with benefits totaling \$3,291,413.41. The general fund portion of that is \$3,194,106.41. Ms. Johnson shared that the new wage scale total is in \$2,675,584, and the percentage increase is 12.84%. She stated that, in addition, to the increased salary, everyone received a step, which is a total with the steps \$2,694,795, with benefits \$3,740,511. The general fund portion \$3,629,314.64.

Ms. Johnson continues to share the administrator scale. The executive staff's wage cost is \$1,289,325, and benefits, are \$1,742,665.45. She shared the general fund portion, \$1,574,438.32. She shared the new scale; the total was \$1,462,682, with the percentage increase for that in wages, 13.45%. The Executive staff's new wage scale totals \$1,462,682. Ms. Johnson shared the new wage scale and step total with benefits of \$2,029,745.39. The general fund portion of those increases \$1,809,390.03. She asked the Board members if there were any questions about the Executive Staff costs.

Ms. Johnson shared the Educational Support Group (ESG) Scale; she stated these increases are given in phases. 6% for the 25-26 fiscal year, 3% increase in the 26-27 fiscal year, 3% in the 27-28 fiscal year, for a total 12% increase. 24-25 contract wages \$3,896,697.60 for all ESG employees. Total benefits are dollars and \$5,343,481.99. Total with benefits for the general fund percentage of \$2,342,001.49. Ms. Johnson said the new wage scale totals \$4,221,144. She said the new wage scale and step increase percentage 8.33%. Ms. Johnson said the new wage scale and step total \$4,243,330.22. She said, the ESG new wage scale and step total with benefits \$5,845,995.22, and the ESG new wage scale and step total with benefits general fund percentage \$2,566,650.44. She asked the Board Members if there were any questions on the ESG. She shared the ESG meaning, which stands for Educational Support Group. Dr. Roberts shared that these are generally positions in the district which are more leadership, administrative, or managerial roles.

### Policy and Curriculum

Mrs. Seals shared that there is information about the Student Board Members to share tonight. Dr. Roberts, called on Dr. Foley to share information on the Student Board of Members Process, along with interviews and dates.

### Student Member of Board (SMOB) Interview Dates

Dr. Foley shared an overview of the Interview Process and Attendance Policy discussion. He shared the role and selection process. Dr. Foley stated that we have current student applicants from SASA and SUHS, as well as a process in place for Board Members to select interview dates and make announcements. He stated that the Board Members appoint SMOB to represent student interests in policy and discussions. He said they will be non-voting members, and they cannot introduce or support motions. Dr. Foley stated the SMOB are encouraged to participate in discussions when appropriate and authorized by the Board Members. He said that students will not attend closed sessions or disciplinary hearings unless authorized to do so. He shared that students will be seated with Board Members during public meetings. He said the additional requirement was that they will be Sophomores and juniors (Current Juniors and Seniors) enrolled in SPSPD. He said students will have a minimum GPA of 2.0 and demonstrate strong communication skills, along with an interest in policy and student advocacy. They will be required to attend two monthly Board Meetings and will receive a stipend.

Dr. Foley shared with the Board Members eight names of candidates with Board Members (4 from each SUHS and SASA). Board Members will need to select one candidate from each school for the final selection. He also requested that we choose a day to conduct orientations.

Dr. Roberts presented the plan, which included four candidates for student representatives, with a decision to be made in an open meeting afterward. Dr. Coleman shared that interviews will be held on Wednesday, August 27, 2025, at 5:00 p.m. for SMOB Interviews as part of a board meeting. Dr. Roberts said he will call Brad Banasik regarding the procedural details on the Open Session or the Closed Session.

#### Motion

Moved by Mrs. Seals and supported by Mr. Rooker, that the Saginaw Board of Education approve holding a Committee of the Whole on August 27, 2025, at 5 pm, to interview four candidates to be the SMOB and Alternate, make a selection for two, and we will ask Brad Banasik about how to deliberate.

A voice vote was taken with the following results.

Ayes: 7 Nays: 0 – Motion Carried

#### School Visit 1st Day

Mrs. Seals shared that on the 1st day of this coming Monday, most Board members greet staff, and she stated she will be at Jessie Rouse at 7:30 am. She shared that staff would be prepared to receive Board members when they arrive with staff and students. Ms. Henderson will share information, along with start times, emailed. Ms. Knapp stated she will be at SCC at 6:45 am. Mr. Rooker said he will go to SASA. Ms. Thompson will go to AEA and SUHS. Ms. Calhoun has to see the times. Mrs. Nash shared that she will get to TMS and AEA. Dr. Coleman said he will share his information after seeing which buildings are still available.

#### Attendance Policy

Mrs. Seals shared that in the prior meeting, there was some discussion regarding the Attendance Policy. Dr. Roberts called Dr. Foley to discuss and share a summary of the Attendance Policy with the Board Members who were not present for his presentation on the proposal with recommended changes. Dr. Foley shared that his revisions to the attendance policy were detailed, imposing academic consequences for students exceeding absence limits without approved exemptions, including grade reductions and mandatory summer school. He shared that the policy specifies acceptable makeup sessions and aligns with Board Policy 5200, ensuring that grades are not solely affected by attendance. Dr. Foley emphasized the importance of parental accountability, alongside the district's efforts to provide support for students who are struggling.

#### Building and Grounds

Mrs. Nash - no report.

#### Janet Nash Preserve

Dr. Roberts shared that he had a meeting regarding the building and grounds items, regarding the Janet Nash Reserve and discussed stewardship with the city, the county, and the Saginaw Basin Land Conservancy. He shared that everyone agreed to terminate our current agreement, which is really just a maintenance agreement at this point. He will have Tim engage a landscape design company to provide a couple of options for this particular parcel, based on the Board's direction. Dr. Roberts said he will call a meeting to present those options for discussion and hopefully finalize a direction to proceed with the Janet Nash Preserve.

Mrs. Nash shared her remarks on the intended purpose and thoughts for the planned landscape of that space as a nature preserve, which was supposed to be an untended area with wildflowers and the like. She shared that, going in this other direction, she thinks the Board needs to note that the District, to this point, has not, as far as I know, incurred any costs associated with that space. Mrs. Nash shared that the money was raised by the Saginaw Basin Land Conservancy through their grants and principals when it was first

done, which I believe was around 2015. She was concerned about the budget for it, or are we going to have to put this out to bid? Dr. Roberts shared he suspected so it is going to be above the bid threshold, it would go to bid. He said that at that point, we can discuss the budget and funding source in terms of where we will get those funds from. Dr. Roberts said at that time, we would install the two artifacts from the former high schools, which would be part of the potential purchase of the Huntington property that we would transform into a parking lot. It would be part of that purchase.

#### Human Resources

Mrs. Thompson – no report, Dr. Roberts is doing a really good job. There will be a mid-year evaluation this year in December 2025.

#### City/County/School Liaison

Dr. Coleman shared that there will be a meeting on Thursday, October 16, 2025, at 5:30 p.m. (Hosted by the County)

### **7. CONSENT AGENDA**

President Coleman asked board members if there were any exceptions to the Consent Agenda.

The following motion was made.

#### Motion

Moved by Mrs. Nash and supported by Mr. Rooker, the Saginaw Board of Education accepts the Consent Agenda format as presented.

A voice vote was taken with the following results.

Ayes: 7 Nays: 0 – Motion Carried

- A. Approve the Minutes for July 16, 2025 (Action Meeting)
- B. Approve the July 2025 Human Resources/Labor Relations Report
- C. Approve the Executive Staff 2025 Contracts
- D. Approve the ESG Pay Scale 2025
- E. Approve the Behavior Technician Contract for Soliant, \$715,500.00, General Funds.
- ~~F. Approve the Attendance Policy as presented at the August 11, 2025, Policy Meeting.~~
- G. Approve the July Financials

The Superintendent Recommendation for approval of the Attendance Policy as presented at the August 20, 2025, as presented.

F. Approve the Attendance Policy as presented at the August 20, 2025, as presented. The following motion was made.

A voice vote was taken with the following results.

Ayes: 7 Nays: 0 – Motion Carried

### **8. FINAL BOARD COMMENTS**

Mrs. Seals - said she attended classes at MASB and shared that it was mentioned how Mrs. Thompson said we should not call disciplinary hearings Board hearings any longer. Dr. Roberts shared that Board hearings have been called, “Fact Finding Hearings” by the administration for several years.

Mr. Rooker – said so glad that our kids are getting real-world work experience through Simmons. He is also glad we're expanding and doing a lot more with dual enrollment. Mr. Rooker is excited about having the two students with us and giving us their perspective from the classroom and from what's going on.

Mrs. Nash - said she would like to reiterate what Mr. Rooker said, that it would be a pleasure to have our students join us here at the board table. She said she is excited for the opening of school. Things will feel a little more routine this year than last year because we're not opening new buildings and combining new populations. Mrs. Nash said again, " I want to commend this district for the amazing job you did, the work that brought us to our current position through this past school year. She mentioned the nice work that this district has done, mentioning that the opening session looked good. Although the outside parts are still under development, the inside building, which is known as the Athletic Fieldhouse, is absolutely stunning. She said the staff's response as she was just listening in the hallways as everyone came in, was tremendous. Mrs. Nash said, Our district is proud when we bring the public in for our athletic competitions and they see what we have in our Hall of Fame, and in the new gymnasium and the athletic locker rooms for officials and students. Thank you.

Mrs. Thompson – said kudos to Dr. Robert and the staff. She said she knew everyone worked hard. This year has been challenging for everyone, and we must keep our heads above water and do the right thing by our students.

Ms. Calhoun - said there are some new US News & World Report rankings released, and just something else for the district to be proud of is the fact that we have one of the best high schools in the state. I think SASA was number four. She said that it is absolutely something to be proud of, also being in the Top 100 in the nation. So, just another notch in the belt, I guess, for SPSD.

Ms. Knapp - said thank you for allowing me to take classes this last weekend. I took three classes. I have completed another certification. I am on the ISD Board, and on this SPSD Board, you only paid for 50%. Thank you for that, because I was at the ISD opening day at the same time as you were in the Fieldhouse. Thank you for posting things on Facebook and on the website; it wasn't quite the same as being there. She shared that Friday Night Live had a rainout on the first night and has been rescheduled for Saturday, August 23, 2025, from 5:30 to 9:00 pm. Stevie Wonder tribute, celebrating our 50th anniversary! Bring your kids, as Saginaw Public Schools sponsors the kids' area.

Dr. Roberts - thank you to the Board members. I do not say it often enough, but I know Mrs. Nash and Mrs. Thompson always give us accolades for the work we do; that is important to say. He shared his understanding of your roles as board members and allowed me, as a superintendent, and my staff, to discuss how to do their work. Dr. Roberts shared a thank you to my Executive team for a great job and the entire district. He shared to get the school year started, I would like to thank all of them. He stated that we had a great opening session, the field house, and allowed the entire district to see it. As you have all indicated, it is a beautiful facility, and I think our community will be really pleased and proud to have been allowed to build it for our students. So just looking forward to our first athletic competition and our students getting in and being able to utilize the facility. A ribbon-cutting ceremony will be announced for the community at that facility. Looking forward to phase two, SASA, SUHS, and SMS to share to the community each facility finished, which is forthcoming. Dr. Roberts wants to give special thanks took a couple of people for opening session: for the fantastic graphics, commercials, videos, Ms. Lemons, the administrative assistant at Saginaw United, is responsible for the graphics. Ms. Lemons is really talented. She helped with that presentation. Dr. Tran was responsible for the music and the playlist, she put together that nice music. Mrs. Nichols is responsible for the agenda and organizing the entire event, and emceeding it, so all that hard

work that goes into it is Mrs. Nichols'. I want to make sure we recognize her. Tim, as always, is with his crew making sure everything is set up, set up appropriately, and reserving your spaces, all of that work that goes into it. Thanks to Payton, and the food service crew for a great breakfast and having that set up. The videos and the organization of the presentation were all done by Brandon Jackson. The Jackson Project, with which we contract for our graphic work, some of our postings, and those commercials, was handled by Brandon. So, just phenomenal work - a really high level, high quality professional work that really has Saginaw Public Schools where we're supposed to be, and everybody else emulating or trying to emulate us. He just wanted to share that it was just great stuff. Dr. Roberts mentioned Ms. Calhoun said that SASA, information came out, U.S. News and World Reports, fourth in the state, we've maintained that ranking now for quite some time, a few years in a row. An important part, 83rd in the country. Last year, we ranked 264th in the country and 83rd in the state. Thanks to Mrs. Reid. Dr. Roberts shared that we can have a Fieldhouse opening discussion in September, near the completion date, possibly a 1<sup>st</sup> football game in the stadium.

Dr. Coleman – said Kudos to Dr. Roberts and his team for the amount of work that has been done. He shared he is excited at the small number of vacancies that speak volumes to the work that the HR team and the administration has done. Dr. Coleman stated he is excited about what we're doing for the students of the district and how, as we improve, their opportunities improve. He shared that he cannot get away from when I'm talking to people about graduation, 300 students graduated, but they walked away with \$20 million in scholarships. That speaks volumes to what we're teaching our students, how they're reacting to it, and how they're growing. He said he is excited about our future. Dr. Coleman said he would like to take this time to appreciate my fellow board members. At one of our meetings, they noticed something about me that needed to be addressed; their insistence that I address it probably saved my life. He just wanted to say thank you. Hearing nothing further, the chair will entertain a motion for adjournment.

**9. ANNOUNCEMENT OF NEXT MEETING(S)**

There will be a Committee of the Whole Meeting on Wednesday, August 27, 2025, at 5 pm., a Briefing Meeting on September 17, 2025, at 5:30 p.m., and an Action Meeting on Wednesday, September 24, 2025, at 5:30 p.m. The meeting will be held in the Board Room of the Administration Building, 550 Millard Street.

**10. ADJOURNMENT**

Seeing no further business, the Action Meeting was adjourned at 7:44 p.m.

Recorded by: K. Henderson