



REGULAR MEETING

October 8, 2026 at 6:30 PM - District Main Conference Room
800 Devillen
Royal Oak, Michigan 48073

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
SPECIAL MEETING
September 2, 2026 at 6:00 PM - District Main Conference Room
800 Devillen
Royal Oak, Michigan 48073**

MINUTES

PRESENT: President Tim Ciechorski; Vice President Erika Alexander; Secretary Maryanne VanHaitsma; Treasurer Michelle Cook; Trustee Lauren Jasinski; Trustee Deb Anderson; 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 Michelle Kerns and Mark Paulus; and Finance Administrative Assistant Annemarie Carlisle

ALSO PRESENT: ROEA President Kerry Derminer; ROEA Vice President Mallory Greenway; Oakland PTA member Melissa Dodoro; Royal Oak Environmental Advisory Board Chair Frank Komola and student member Robert Young

1. Welcome and Introduction President Ciechorski called the meeting to order at 6:03 pm.
2. Public Comment There were none.
3. Technology and Curriculum
Dr. Youanes stated the first few days of school had a successful beginning. There was discussion regarding drop off/pick up at ROECC and ROHS.
4. BSSF
 - 4.1. Three-Year Plan There have been no changes from last month.
 - 4.2. Project Update
Michelle Kerns discussed the addition to Oakland Elementary to open in Fall of 2027. Mark Paulus provided a summary of the entirety of work completed this summer at various buildings.
5. Bond Projects
Michelle provided an overview of ROECC Phase 2.
6. Operations
Jeff Synowiec shared an update on the ROMS pool, elevator and cooling repair.

7. Finance

7.1. Audit

Kathy Abela shared that Jamie Rivette, Yeo & Yeo, will be presenting the final audit at the next Board Meeting on September 10.

7.2. City/YMCA Contract Aquatics Program Extension

Kathy Abela stated that the contract will expire in October. Dr. Tafelski has a meeting with the City and YMCA next week. A resolution will follow on the next Board Agenda.

8. Sustainability

Frank Komola provided an update on the Royal Oak Environmental Advisory Committee's ongoing initiatives. He also stated there are two board vacancies, one three-year position and one one-year student position. Interested candidates can complete an online application on the City's website.

9. New Business/Board Member Considerations Nothing at this time.

10. Next Meeting: Wednesday, October 7, 2026, at 6:00 pm

11. Adjournment President Ciechorski adjourned the meeting at 8:03 pm.

Respectfully submitted,

Maryanne VanHaitsma
Secretary, Board of Education

**BOARD OF EDUCATION
REGULAR MEETING**

September 10, 2026, at 6:30 PM - District Main Conference Room
800 Devillen
Royal Oak, Michigan 48073

MINUTES

PRESENT: President Tim Ciechorski; Vice President Erika Alexander; Secretary, Maryanne VanHaitsma; Treasurer Michelle Cook; Trustee Deb Anderson; Trustee Matt Wickey

ALSO PRESENT: Superintendent John Tafelski; Deputy Superintendent of Curriculum & Instruction Joe Youanes; Executive Director of Finance & Operations Kathy Abela; Executive Director of Staff & Students Services Patrick Wolynski; Executive Assistant to the Superintendent & Board of Education Jennifer Perkins; Student Board Members Aiden Brock, and Owen Krueger

ABSENT: Trustee Lauren Jasinski

1. OPENING / CALL TO ORDER Mr. Ciechorski called the meeting to order at 6:34 p.m.
2. PLEDGE OF ALLEGIANCE The pledge was recited.
3. MOMENT OF SILENCE FOR JIM SULLIVAN A moment of silence was taken.
4. STANDING APPROVAL ITEMS

4.1. Acceptance of Agenda

President Ciechorski called for any additions or deletions. Seeing no objections, the agenda was approved by consensus.

4.2. Approval of Minutes

Moved by: Mr. Wickey Seconded by: Mrs. Anderson

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

August 13, 2026, Special Meeting
August 13, 2026, Regular Meeting
August 24, 2026, Workshop

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

5. PROCLAMATIONS

5.1. Hispanic Heritage Month

Moved by: Mrs. Cook 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. Latinos and Latinas 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, 2026, as Hispanic Heritage Month for Royal Oak Schools.

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

5.2. Remembrance Resolution

Moved by: Mrs. VanHaitsma 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.

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

5.3. Suicide Prevention Month

Moved by: Mrs. VanHaitsma

Seconded by: Mrs. Cook

WHEREAS, suicide is among the 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. 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 44 years of age, and the fifth leading cause among people 45 to 54 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 6-12, 2026, is National Suicide Prevention Week with World Suicide Prevention Day on September 10, 2026; 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 2026 as Suicide Prevention Month and September 6–12, 2026, as Suicide Prevention Week.

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

6. PUBLIC COMMENT FOR ITEMS ON THE AGENDA There were none.

7. RECOGNITIONS / PRESENTATIONS / REPORTS

7.1. Introduction of New Student Board Members

The following students were introduced:

For Finance & Facilities:

Connor Robertson

Santiago Aguado-Garnier

Anastasiya Cronk

Louis Berent

Renaldo Bejko

Anna Douglas

For Board of Education:

Aiden Brock

Owen Krueger

Aiden Brock reminded everyone that Homecoming was September 25. Both Aiden and Owen commented that the new cell phone ban has had positive impacts on their peers.

New Principal of Oak Ridge Elementary, Jeanette McLeod, was introduced, along with her family.

7.2. Diversity, Equity, and Inclusion

Ashley Phillips presented the following items:

- Summer Wrap-Up
- Welcome Back + Staff Appreciation
- IFLC Journeys
- HBCU Expos
- DAPCEP
- ROS JEDI Council Dates
- ROPAC Dates
- SMART Bus Access Reminder

7.3. Audit Review

Jamie Rivette from Yeo & Yeo presented the audit findings.

7.3.1. Acceptance of Audit

Moved by: Mrs. Cook

Seconded by: Mr. Wickey

Resolved, the Royal Oak Schools Board of Education hereby accepts the Independent Audit Report as presented by Yeo & Yeo for the 2025-26 fiscal year, which ended June 30, 2026. Yeo & Yeo completed their audit with an unmodified opinion, and a complete report has been presented to the Board of Education. The audit report and resolution indicating acceptance will be filed in accordance with state and local laws.

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

8. COMMUNICATIONS

Mrs. VanHaitsma reported the following communications:

Andrew De Kam
Edith Anttila
Meghan Brennan
Kelly Markosky

9. *CONSENT AGENDA (*Personnel / Instruction / Business*)

Consent Agenda items approved at this time.

9.1. *Payment of Expenses

Resolved that the Royal Oak Schools Board of Education hereby approves expenditures as processed in the amount of \$7,749,947.64, for the period of August 1, 2026, through August 31, 2026.

9.2. Field Trips

9.2.1. *Choir Field Trip to New York City

Royal Oak Schools Board of Education approves the request from Royal Oak High School's Grade 9–12 Choir to travel to New York City, NY from February 3–6, 2027.

9.2.2. * Model UN Field Trip to New York City

Royal Oak Schools Board of Education approves the request from Royal Oak High School's Model UN Club to travel to New York City, NY from March 16–20, 2027.

9.2.3. *Wrestling Team Field Trip to Lombard, IL

Royal Oak Schools Board of Education approves the request from Royal Oak High School's Wrestling Club to travel to Lombard, IL from December 11–13, 2026.

10. MATTERS FOR DISCUSSION / ACTION

10.1. Superintendent

10.1.1. Updates and Remarks

Dr. Tafelski thanked parents and community for their patience during last week's storms. He also spoke about seeing our new facilities in action.

10.2. Curriculum & Instruction

Dr. Youanes discussed the annual Launch into Learning event, focusing on Professional Learning Communities.

10.3. Finance/Facilities and Bond

10.3.1. City of Royal Oak and YMCA Contract

Moved by: Mrs. Cook Seconded by: Mr. Alexander

Resolved, that the Royal Oak Schools Board of Education authorizes the Superintendent to finalize and sign a joint agreement with the City of Royal Oak and the YMCA for the City Aquatics program.

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

10.3.2. Johnson Controls Contract Award

Moved by: Mr. Wickey Seconded by: Mrs. Cook

Resolved, that the Royal Oak Schools Board of Education approves the contract award to Johnson Controls Buildings Solutions LLC in the amount not to exceed \$66,000, under the emergency purchasing provision due to the refrigerant issue in the chiller at Royal Oak Middle School. This follows the emergency procedures in MCL 380.1267(1).

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

10.4. Staff and Student Services

Mr. Wolynski gave an enrollment and staffing update.

10.4.1. Personnel Changes

Moved by: Mrs. Anderson Seconded by: Mr. Wickey

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

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

11. PUBLIC COMMENT FOR ITEMS NOT ON THE AGENDA

Bobby Young spoke about re-starting the recycling program at the high school.

12. BOARD COMMENTS / LIAISON REPORT

Health & Wellness Committee—Maryanne VanHaitsma

Mrs. VanHaitsma spoke about the topics covered; AI usage, a la carte price increases, diet pop in the vending machines, having straws available for those that need them, Narcan training, advisor time, vape sensors, suicide prevention.

Arts & Preservation Committee—Deb Anderson

Mrs. Anderson listed all the activities that are in the planning stages for the ROMS 100 Anniversary: ghost tour, family fun night, tours of the school, spring concert, a picnic

Communications Committee—Matt Wicky

Mrs. Alexander listed all the upcoming projects for the Communications Team; ParentSquare, bond advertising, style guide, accessibility of the website, signage, welcome back event

Board Comments:

Mrs. VanHaitsma welcomed back students.

13. ADJOURNMENT (approval by consensus)

President Ciechorski called for adjournment of the meeting at 8:29 p.m. Approved by consensus.

Respectfully submitted,

Maryanne VanHaitsma
Secretary, Board of Education

4. PROCLAMATIONS

4.1. Principals Month

4.2. Indigenous Peoples' Day

5. PUBLIC COMMENT FOR ITEMS ON THE AGENDA

6. RECOGNITIONS / PRESENTATIONS / REPORTS

6.1. Recognition of Courtney Votta, Michigan Art Education Association's 2027 Middle Level Art Educator of the Year

6.2. New Employee Presentations

Presenter: Pat Wolynski

6.3. Diversity, Equity and Inclusion

Presenter: Ashley Phillips

6.4. Student Representatives to the Board

Presenter: Anastasiya Cronk & Owen Krueger

7. COMMUNICATIONS

Presenter: Board of Education Secretary

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

8.1. *Payment of Expenses

8.2. *Appointment of a Royal Oak Representative to Oakland Schools Special Education Parent Advisory Committee (PAC)

8.3. *Approval of Administrative Contracts

8.3.1. Katherine Abela 2026–28 Contract

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ADMINISTRATOR'S CONTRACT

This Agreement entered into on the date indicated below between the Royal Oak Schools, Oakland County, Michigan ("School District"), by authority of its Board of Education, and Katherine Abela ("Administrator").

BACKGROUND OF AGREEMENT

WHEREAS, the School District desires to employ Administrator in its public school system; and

WHEREAS, Administrator represents that **he/she** possesses the legal qualifications for his/her position under the laws of the State of Michigan.

EMPLOYMENT

NOW, THEREFORE, the School District agrees to employ Administrator in the position of Executive Director, Finance and Operations, commencing the 1st day of July 2026 and ending on the 30th day of June 2028.

DUTIES AND OBLIGATIONS

Administrator agrees to faithfully perform the duties assigned Administrator in the School District and to enforce and comply with the rules, regulations, by-laws and policies adopted by the Board of Education or Superintendent of Schools and required by the laws of the State of Michigan.

1) EXTENT OF SERVICES

Administrator further agrees to devote as much time as may be reasonably required by the Board of Education or Superintendent of Schools to attend meetings and participate in school functions which may be required for the proper and adequate operation of the School District.

Administrator further agrees to keep complete and correct fiscal information, records in such manner and forms as may be required by law and by the Board of Education and

Superintendent of Schools, promptly returning such reports that may be required by law or by the Board of Education.

2) COMPENSATION AND BENEFITS

The School District agrees to pay Administrator step 4 based on the following step schedule:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Executive Director, Finance and Operations	\$139,500	\$145,080	\$150,883	\$156,919	\$163,195	\$169,723

The Base Salary Schedule shall be increased by two percent (2%) across all steps for the 2026-27 school year (\$160,057), and by an additional two percent (2%) across all steps for the 2027-28 school year (\$169,788). The step schedule above constitutes a “Normal Salary Schedule” under the Michigan Public School Employees Retirement Act, MCL 38.1303 et seq, pursuant to an August 13, 2026 Board resolution approving this schedule.

The District shall contribute an additional 3% to the Administrators’ annuity of choosing. The Administrator's salary shall be paid to said Administrator over fifty-two (52) weeks as the same shall be earned, payable biweekly, less deductions from such compensation as may be lawfully required to be withheld from such salary under the laws of the State of Michigan and United States Government and any other voluntary deductions agreed to by the Administrator and the School District, and such sums as have not been earned due to absence from service. This annuity amount is intended as additional compensation and remuneration for services performed.

During the term of this Agreement, School District shall provide Administrator with term life insurance, including double indemnity rider. Termination pay shall not be paid upon separation of service from the District. Upon separation from service, a payment of earned but unused vacation days will be paid at the current per diem wage rate. The number of vacation days to be paid shall not exceed the number of days earned in the year of separation but remain unused.

The Board shall provide health insurance coverage, as regulated by PA 152 and any applicable amendments, to the employee based on family status. Through mutual agreement between the parties, the health insurance plan may be changed from that which is in place at the time of this agreement. The School District shall further provide Administrator with the fringe benefits of optical, dental, life, twenty-five (25) vacation days, and long term disability.

Administrator may carry over up to five (5) vacation days beyond July 1 each year. However, the carried over days must be taken before August 1 of the year in which they were carried forward. If the days are not taken by the specified date of August 1, they shall be forfeited. After August 1 each year, the Administrator may not possess more than twenty-five (25) vacation days.

The Board shall provide a bank of ninety (90) sick days as of July 1. Each year, days will be added to the sick bank to restore the July 1 total to ninety (90) days; days cannot accumulate beyond ninety (90). Any accrued and unused sick days at the time of termination of this agreement or administrator's employment will be forfeited. Sick days may be used for personal illness or disability; illness of injury to an immediate family member, death of a near relative, or other reasons approved by the superintendent.

Paid Holidays include; Independence Day, Labor Day, Thanksgiving Day, day after Thanksgiving, Christmas Day, work day preceding Christmas Day or work day following Christmas Day, New Year's Day, work day preceding New Year's Day or work day following New Year's Day, Martin Luther King Jr., Good Friday, and Memorial Day.

The District shall provide public liability insurance coverage in the amount of One Million Dollars (\$1,000,000) and a term life insurance policy of Two Hundred, Twenty-five Thousand Dollars (\$225,000).

3) **TERM OF AGREEMENT**

a) Term

The term of Administrator's employment shall commence for a period two years beginning on July 1, 2026, and continuing through June 30, 2028, unless otherwise terminated as hereinafter provided.

b) Termination

During the term of this Agreement, employment may be terminated as follows:

i) Employment shall terminate upon Administrator's loss of legal qualifications of Administrator to perform the duties of Administrator in said school system or death of Administrator;

ii) School District may terminate Administrator if permitted and/or required by any applicable law.

iii) In the event School District decides that it is considering the non-renewal of Administrator's contract, the School District agrees to provide Administrator by February 1, 2028, with written notice in this regard along with the reasons it is considering non-renewal. After the issuance of the written statement, but before the Notice of Non-renewal is issued, Administrator shall be given the opportunity to meet with not less than a majority of the Board to discuss the reasons stated in the written statement. The meeting shall be open to the public or a closed session, as the Administrator elects under section 8 of the Open Meetings Act of 1976, being section 15.268 of the Michigan Compiled Laws. The Board will then advise the Administrator by April 1, 2028, whether it has decided not to renew the Administrator's contract for the next year. If the Board fails to provide for a meeting with the Board or provide notice as set forth herein, this Agreement is

renewed for an additional one (1) year period under the same terms and conditions as existed in the last year of this Agreement. This paragraph shall not apply if School District terminates Administrator for reasons stated in Paragraphs i - ii above. The Board may consider the extension of this Agreement for an additional year prior to beginning the second year of this Agreement.

iv) Administrator shall provide to School District written notice, at least ninety (90) days prior to the expiration of this Agreement, of intent to discontinue services, resign, retire, or otherwise separate from employment upon the expiration of this Agreement, unless such notice is not practical for circumstances beyond Administrator's control, in which case written notice shall be provided as promptly as possible.

It is hereby specifically provided in accordance with the action of the Board of Education taken in conformance with law that Administrator shall not be deemed to be granted continuing tenure in the capacity of Executive Director, Finance and Operations, under or by virtue of this contract. This provision does not affect any other tenure rights Administrator may have in any other position with the School District.

4) SURRENDER OF MATERIALS ON TERMINATION

Administrator agrees to deliver to the School District, on the date employment ends (or promptly upon request), all documents and things in his/her possession, custody, or control pertaining to the operations of the School District.

5) ARBITRATION

It is mutually agreed between the parties that arbitration shall be the sole and exclusive

remedy to redress any dispute, claim or controversy between the parties, including, but not limited to, the negotiation, execution, performance or termination of this Agreement, and any and all claims Administrator may have against School District or School District's agents in any way associated with Administrator's employment or separation from employment with School District, including, but not limited to, statutory claims of discrimination, retaliation and constitutional claims. Any claim must be filed within six (6) months of the act or omission giving rise to the claim. Administrator expressly waives any limitations period to the contrary.

Arbitration shall be held in Oakland County, Michigan in accordance with the American Arbitration Association's National Rules for the Resolution of Employment Disputes. The arbitrator's fees and expenses shall be borne in equal parts by Administrator and School District. Additional procedural and substantive requirements for the arbitration shall be in accordance with then-controlling Michigan judicial precedent and the Michigan Arbitration Act. Judgment upon the arbitrator's award may be entered by a court of competent jurisdiction.

6) ENTIRE AGREEMENT

This Agreement supersedes and cancels all prior agreements, whether verbal or written, between School District and Administrator and constitutes the entire agreement between the parties. School District further acknowledges that neither Administrator or any other person or entity has made any representation to **him/her** which has not been expressly stated in this Agreement. There are no understandings or agreements with Administrator which are not expressly included herein or incorporated by reference in this document. Any agreement or agreement supplemental hereto shall not be binding upon either party unless executed in writing by School District and Administrator.

7) SEVERABILITY

The provisions of this Agreement are severable. If any section, paragraph, sub-paragraph, sentence or provision shall be invalid or unenforceable, it shall not affect any of the remaining provisions of this Agreement, and all provisions shall be given full force and effect separately from the unenforceable or invalid section, paragraph, sub-paragraph, sentence or provision, as the case may be.

8) NO ESTOPPEL OR WAIVER

The parties agree that the legal doctrines of estoppel and waiver, based on any alleged failure by School District to enforce all or any part of a similar Agreement with any other party, shall not be asserted by Administrator to avoid the requirements of this Agreement.

9) BINDING EFFECT

This Agreement shall be binding upon and inure to the benefit of School District, its successors and assigns and to Administrator, [his/her] heirs, assigns, executors, and personal representatives. Administrator acknowledges that [he/she] has read and understood this Agreement prior to signing, and that [he/she] was provided adequate opportunity to read this Agreement prior to signing. Administrator agrees that [he/she] is signing this Agreement intelligently and voluntarily, without School District's threat, coercion, undue influence or duress being imposed upon [him/her].

10) CHOICE OF LAW

The validity, construction, interpretation and performance of this Agreement will be governed by the laws of the State of Michigan.

Signed by the parties on the date indicated.

Administrator

Royal Oak Schools, Oakland
County, Michigan:

Date: _____

By: _____
Its: President, Board of Education

By: _____
Its: Secretary, Board of Education

By: _____
Its: Superintendent

8.3.2. Patrick Wolynski 2026-28 Contract

8.3.3. Joseph Youanes 2026-28 Contract

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ADMINISTRATOR'S CONTRACT

This Agreement entered into on the date indicated below between the Royal Oak Schools, Oakland County, Michigan ("School District"), by authority of its Board of Education, and Joseph Youanes ("Administrator").

BACKGROUND OF AGREEMENT

WHEREAS, the School District desires to employ Administrator in its public school system; and

WHEREAS, Administrator represents that **he/she** possesses the legal qualifications for his/her position under the laws of the State of Michigan.

EMPLOYMENT

NOW, THEREFORE, the School District agrees to employ Administrator in the position of Executive Director, Curriculum and Instruction, commencing the 1st day of July 2026 and ending on the 30th day of June 2028.

DUTIES AND OBLIGATIONS

Administrator agrees to faithfully perform the duties assigned Administrator in the School District and to enforce and comply with the rules, regulations, by-laws and policies adopted by the Board of Education or Superintendent of Schools and required by the laws of the State of Michigan.

1) EXTENT OF SERVICES

Administrator further agrees to devote as much time as may be reasonably required by the Board of Education or Superintendent of Schools to attend meetings and participate in school functions which may be required for the proper and adequate operation of the School District.

Administrator further agrees to keep complete and correct fiscal information, records in such manner and forms as may be required by law and by the Board of Education and

Superintendent of Schools, promptly returning such reports that may be required by law or by the Board of Education.

2) COMPENSATION AND BENEFITS

The School District agrees to pay Administrator step 1 based on the following step schedule:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Deputy Superintendent	\$146,475	\$152,334	\$158,427	\$164,764	\$171,355	\$178,209

The Base Salary Schedule shall be increased by two percent (2%) across all steps for the 2026-27 school year (\$149,405), and by an additional two percent (2%) across all steps for the 2027-28 school year (\$158,488). The step schedule above constitutes a “Normal Salary Schedule” under the Michigan Public School Employees Retirement Act, MCL 38.1303 et seq, pursuant to an August 13, 2026 Board resolution approving this schedule.

The District shall contribute an additional 3% to the Administrators’ annuity of choosing. The Administrator's salary shall be paid to said Administrator over fifty-two (52) weeks as the same shall be earned, payable biweekly, less deductions from such compensation as may be lawfully required to be withheld from such salary under the laws of the State of Michigan and United States Government and any other voluntary deductions agreed to by the Administrator and the School District, and such sums as have not been earned due to absence from service. This annuity amount is intended as additional compensation and remuneration for services performed.

During the term of this Agreement, School District shall provide Administrator with term life insurance, including double indemnity rider. Termination pay shall not be paid upon separation of service from the District. Upon separation from service, a payment of earned but unused vacation days will be paid at the current per diem wage rate. The number of vacation days to be paid shall not exceed the number of days earned in the year of separation but remain unused.

The Board shall provide health insurance coverage, as regulated by PA 152 and any applicable amendments, to the employee based on family status. Through mutual agreement between the parties, the health insurance plan may be changed from that which is in place at the time

of this agreement. The School District shall further provide Administrator with the fringe benefits of optical, dental, life, twenty-five (25) vacation days, and long term disability.

Administrator may carry over up to five (5) vacation days beyond July 1 each year. However, the carried over days must be taken before August 1 of the year in which they were carried forward. If the days are not taken by the specified date of August 1, they shall be forfeited. After August 1 each year, the Administrator may not possess more than twenty-five (25) vacation days.

The Board shall provide a bank of ninety (90) sick days as of July 1. Each year, days will be added to the sick bank to restore the July 1 total to ninety (90) days; days cannot accumulate beyond ninety (90). Any accrued and unused sick days at the time of termination of this agreement or administrator's employment will be forfeited. Sick days may be used for personal illness or disability; illness of injury to an immediate family member, death of a near relative, or other reasons approved by the superintendent.

Paid Holidays include; Independence Day, Labor Day, Thanksgiving Day, day after Thanksgiving, Christmas Day, work day preceding Christmas Day or work day following Christmas Day, New Year's Day, work day preceding New Year's Day or work day following New Year's Day, Martin Luther King Jr., Good Friday, and Memorial Day.

The District shall provide public liability insurance coverage in the amount of One Million Dollars (\$1,000,000) and a term life insurance policy of Two Hundred, Twenty-five Thousand Dollars (\$225,000).

3) TERM OF AGREEMENT

a) Term

The term of Administrator's employment shall commence for a period of two years beginning on July 1, 2026, and continuing through June 30, 2028, unless otherwise terminated as hereinafter provided.

b) Termination

During the term of this Agreement, employment may be terminated as follows:

- i) Employment shall terminate upon Administrator's loss of legal qualifications of Administrator to perform the duties of Administrator in said school system or death of Administrator;
- ii) School District may terminate Administrator if permitted and/or required by any applicable law.
- iii) In the event School District decides that it is considering the non-renewal of Administrator's contract, the School District agrees to provide Administrator by February 1, 2028, with written notice in this regard along with the reasons it is considering non-renewal. After the issuance of the written statement, but before the Notice of Non-renewal is issued, Administrator shall be given the opportunity to meet with not less than a majority of the Board to discuss the reasons stated in the written statement. The meeting shall be open to the public or a closed session, as the Administrator elects under section 8 of the Open Meetings Act of 1976, being section 15.268 of the Michigan Compiled Laws. The Board will then advise the Administrator by April 1, 2028, whether it has decided not to renew the Administrator's contract for the next year. If the Board fails to provide for a meeting with the Board or provide notice as set forth herein, this Agreement is renewed for an additional one (1) year period under the same terms and conditions as existed in the last year of this Agreement. This paragraph shall not apply if School District terminates Administrator for reasons stated in Paragraphs i - ii above. The Board may consider the extension of this Agreement for an additional year prior to beginning the second year of this Agreement.
- iv) Administrator shall provide to School District written notice, at least ninety (90) days prior to the expiration of this Agreement, of intent to discontinue services, resign, retire, or otherwise separate from employment upon the expiration of this Agreement,

unless such notice is not practical for circumstances beyond Administrator's control, in which case written notice shall be provided as promptly as possible.

It is hereby specifically provided in accordance with the action of the Board of Education taken in conformance with law that Administrator shall not be deemed to be granted continuing tenure in the capacity of Deputy Superintendent, Curriculum and Instruction, under or by virtue of this contract. This provision does not affect any other tenure rights Administrator may have in any other position with the School District.

4) SURRENDER OF MATERIALS ON TERMINATION

Administrator agrees to deliver to the School District, on the date employment ends (or promptly upon request), all documents and things in *this/her* possession, custody, or control pertaining to the operations of the School District.

5) ARBITRATION

It is mutually agreed between the parties that arbitration shall be the sole and exclusive remedy to redress any dispute, claim or controversy between the parties, including, but not limited to, the negotiation, execution, performance or termination of this Agreement, and any and all claims Administrator may have against School District or School District's agents in any way associated with Administrator's employment or separation from employment with School District, including, but not limited to, statutory claims of discrimination, retaliation and constitutional claims. Any claim must be filed, within six (6) months of the act or omission giving rise to the claim. Administrator expressly waives any limitations period to the contrary.

Arbitration shall be held in Oakland County, Michigan in accordance with the American Arbitration Association's National Rules for the Resolution of Employment Disputes. The arbitrator's fees and expenses shall be borne in equal parts by Administrator and School District. Additional procedural and substantive requirements for the arbitration shall be in accordance with then-controlling Michigan judicial precedent and the Michigan Arbitration Act. Judgment upon the arbitrator's award may be entered by a court of competent jurisdiction.

6) ENTIRE AGREEMENT

This Agreement supersedes and cancels all prior agreements, whether verbal or written, between School District and Administrator and constitutes the entire agreement between the parties. School District further acknowledges that neither Administrator or any other person or entity has made any representation to [him/her] which has not been expressly stated in this Agreement. There are no understandings or agreements with Administrator which are not expressly included herein or incorporated by reference in this document. Any agreement or agreement supplemental hereto shall not be binding upon either party unless executed in writing by School District and Administrator.

7) SEVERABILITY

The provisions of this Agreement are severable. If any section, paragraph, sub- paragraph, sentence or provision shall be invalid or unenforceable, it shall not affect any of the remaining provisions of this Agreement, and all provisions shall be given full force and effect separately from the unenforceable or invalid section, paragraph, sub-paragraph, sentence or provision, as the case may be.

8) NO ESTOPPEL OR WAIVER

The parties agree that the legal doctrines of estoppel and waiver, based on any alleged failure by School District to enforce all or any part of a similar Agreement with any other party, shall not be asserted by Administrator to avoid the requirements of this Agreement.

9) BINDING EFFECT

This Agreement shall be binding upon and inure to the benefit of School District, its successors and assigns and to Administrator, [his/her] heirs, assigns, executors, and personal representatives. Administrator acknowledges that [he/she] has read and understood this Agreement prior to signing, and that [he/she] was provided adequate opportunity to read this Agreement prior to signing. Administrator agrees that [he/she] is signing this Agreement intelligently and voluntarily, without School District's threat, coercion, undue influence or duress being imposed upon [him/her].

10) CHOICE OF LAW

The validity, construction, interpretation and performance of this Agreement will be governed by the laws of the State of Michigan.

Signed by the parties on the date indicated.

Administrator

Date: _____

Royal Oak Schools,
Oakland County, Michigan:

By: _____
Its: President, Board of Education

By: _____
Its: Secretary, Board of Education

By: _____
Its: Superintendent

Date: _____

9. MATTERS FOR DISCUSSION / ACTION

9.1. Superintendent

Presenter: John Tafelski

9.1.1. Updates and Remarks

9.2. Curriculum & Instruction

Presenter: Joe Youanes

9.2.1. Spring 2026 MI Student Voice Survey Analysis

9.3. Finance/Facilities and Bond

Presenter: Kathy Abela

9.3.1. Oakland Elementary Addition Contract Award

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10/06/26

Dr. John Tafelski
Superintendent of Schools
Royal Oak Schools
800 DeVillen
Royal Oak, MI 48073

RE: Royal Oak Schools
BP #03 Royal Oak Schools: Oakland Elementary Addition BP #03

Dear Dr. John Tafelski,

On 09/30/26, bid proposals were received and read publicly concerning BP #03 Royal Oak Schools: Oakland Elementary Addition. Barton Malow Builders has reviewed the proposals with the Project Architect/Engineer, TMP Architecture and the Owner's Representative, Lecole Planners. The attached bid tabulation lists all of the bid proposals received. After a review of all bid proposals, post bid reviews were conducted to verify the proposals were inclusive of the scope of work and schedule. Based upon the evaluation of the project team, we present the following companies for consideration by the administration and the Board of Education.

Bid Category	Contractor	Total Recommended Contract Amount
03 3000: Concrete	Fortress Foundations, LLC	\$480,871.00
04 2000: Masonry	Masonry Solutions Midwest II LLC	\$503,200.00
05 1200: Structural Steel	Great Lakes Welding and Fabrication, LLC	\$129,220.00
06 1000: General Trades	LMS Construction	\$204,000.00
07 5000: Roofing	William Molnar Roofing, Inc.	\$161,779.00
08 8000: Glass & Glazing	Daniels Glass Co. Inc*	\$164,814.00
09 0000: Flooring	Shock Brothers Floorcovering, Inc.*	\$63,550.00
09 1000: Painting	T & L Painting Services, Inc.	\$14,679.38
10 5100: Lockers	Steel Equipment Company	\$36,800.00
22 0000 / 23 0000: Plumbing & Mechanical	Contrast Mechanical LLC*	\$694,000.00
26 0000: Electrical	DeHondt Electric Inc	\$148,500.00
32 0000: Site Work	Cortis Brothers Trucking & Excavating*	\$415,000.00
TOTAL CONTRACTOR DIRECT COST		\$3,016,413.38
CONSTRUCTION CONTINGENCY		\$241,313.07
TOTAL CONSTRUCTION COST		\$3,257,726.45

* See bid tabulation for notes.

Please feel free to contact me should you have any questions or comments regarding this award presentation.



Sincerely,

A handwritten signature in black ink, appearing to read 'Carla Ramirez', written in a cursive, flowing style.

Carla Ramirez
Project Manager
Barton Malow Builders

Attachment; BP #03 Royal Oak Schools Oakland Elementary Addition Bid Tabulation

9.4.1. Personnel Changes

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Regular Personnel Changes:

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

NAME	POSITION	ACTION	EFFECTIVE DATE
Amy Blanchard	English Teacher – Adult Education	Terminated	9/8/26
Jeffrey Couzens	Math Teacher Adult Education	Hired	9/10/26
Suzette Elliott	ESL Teacher Adult Education	Hired	9/10/26
Amber Lovely	Principal Secretary – Keller Elementary	Hired	9/16/26
Linda Mangum	Sub Paraeducator - Trails	Hired	9/17/26
Carol McCann-Orr	Paraeducator – Upton Elementary	Resigned	9/21/26
Michelle Lengjel	GSRP Teacher – ECC	Resigned	9/22/26
Alycia Schoof	English Teacher Adult Education	Hired	9/25/26
Sarah Hauxhurst	Enrollment Clerk – Board Office	Hired	9/28/26
Heather Holdsworth	ESL Teacher – Adult Education	Hired	9/28/26
Rodney DeJohnette	Paraeducator - RAVENS	Resigned	9/30/26
Madison Siwak	Counseling Secretary – ROHS	Hired	10/5/26
Thomas Danis	Resource Room Teacher – ROMS	Resigned	10/9/26
Ryan McElwain	Paraeducator – ROHS	Hired	10/12/26
Jessica Lovelace	RAVENS Teacher – RAVENS	Hired	10/12/26
Kimberly DeShais	Paraeducator – Oak Ridge Elementary	Resigned	10/16/26

10. PUBLIC COMMENT FOR ITEMS NOT ON THE AGENDA

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.]