



Board of Education - *Resolution*

Year-Volume No. 2025-58

Meeting Date: 4-28-2025

Resolution No. 36

Department: Employee Services

Topic: Personnel Update

Recommendation: Move to approve employee staff hire dates as stated on the Employee Services Worksheet.

Rationale: The Board of Education shall approve the hiring of staff.

The Board will be notified of leaves, transfers and other personnel changes that don't require formal approval.

Resource Person(s): Julia Butler, Executive Director of Employee Services

Financial Impact: To be included in the 2024-2025 Budget Update

Timeline: As indicated on the Employee Services Worksheet.
(Effective Date or implementation Date)

Attachments: Employee Services Worksheet
Teacher Profile



Board of Education - *Resolution*

Year-Volume No. 2025-58
Meeting Date: April 28, 2025
Resolution No. 37a
Department: Employee Services

Topic: Board Policy Update - *4003 Conditions of Employment*

Recommendation: Move to approve and adopt the update for Board Policy 4003 Conditions of Employment.

Rationale: The Policy Subcommittee reviewed and moved forward the update to Board Policy 4003. This policy update was recommended by Miller Johnson Law Firm, the district's policy provider to be in alignment with current law. This received approval from the full board at the March 17th Regular meeting. With no further changes the policy is being recommended for final approval.

Resource Person(s): Julia Butler, Executive Director of Employee Services

Financial Impact: Not Applicable

Timeline: April 28, 2025 with approval
(Effective Date or implementation Date)

Attachments: Recommended Policy Update - 4003 Conditions of Employment



Board of Education - *Resolution*

Year-Volume No. 2025-58
Meeting Date: April 28, 2025
Resolution No. 37b
Department: Employee Services

Topic: Board Policy Update - *4005 Display of Ideological and Political Symbols*

Recommendation: Move to approve and adopt the update for Board Policy 4005 Display of Ideological and Political Symbols.

Rationale: The Policy Subcommittee reviewed and moved forward the update to Board Policy 4005. This policy update was developed with direction from the Miller Johnson Law Firm, the district's policy provider. This received approval from the full board at the March 17th Regular meeting. With no further changes the policy is being recommended for final approval.

Resource Person(s): Julia Butler

Financial Impact: Not Applicable

Timeline: April 28, 2025 with approval
(Effective Date or implementation Date)

Attachments: Recommended Policy Update - 4005 Display of Ideological and Political Symbols



Board of Education - *Resolution*

Year-Volume No. 2025-28
Meeting Date: April 28, 2025
Resolution No. 38
Department: Employee Services

Topic: Tentative Agreement - Teamsters 214 Romeo Administrators Assoc.

Recommendation: Move to approve the tentative agreement with Teamsters Local 24-
Romeo Administrators Association for 2024-2026

Rationale: The District has worked over the past several months in negotiations
with the Romeo Administrators Association to develop the initial
Collective Bargaining Agreement. The Tentative Agreement has been
ratified by Teamsters 214 - RAA and is within the authority granted by
the board to the district..

Resource Person(s): Julia Butler, Executive Director of Employee Services

Financial Impact: 2024-2025 - \$51,822
2025-2026 - \$152,536
 Total - \$204,358 General Fund

Timeline: Immediate upon approval as outlined with the Tentative Agreement
(Effective Date or
implementation Date)

Attachments: Tentative Agreement Overview Memorandum



Board of Education - *Resolution*

Year - Volume No. **2025-58**
Meeting Date: **04-28-2025**
Resolution No. **39**
Department: **Business Services**

Topic: Early Childhood & Childcare Fees

Recommendation: Move to approve the proposed Early Childhood Rates effective the 2025-2026 school year.

Rationale: RCS Early Childhood Services Department services over 320 young children from ages one to five years old which includes ECSE, GSRP, Traditional Preschool and Discovery Childcare. Additionally the department oversees the School Aged Childcare programs at all of our elementary schools.

The purpose of the rate increase is to help sustain the increased payroll wages and staffing increases over the last few years. An analysis of neighboring districts and other programs has advised the recommended changes. The fee increases are competitive with surrounding districts.

Resource Person(s): Jeanine Beck, Director of Early Childhood
Jennifer McFarlane, Assistant Superintendent
Vicki Laseke, Executive Director of Business Services

Financial Impact: The program fees sustain the Early Childhood Program and help offset the program costs in the Community Service Fund.

Timeline: Beginning the 2025-26 school year with approval
(Effective Date or
implementation Date)

Attachments: Memorandum of Support
Finance Subcommittee Minutes
Curriculum Subcommittee Minutes



Board of Education - *Resolution*

Year-Volume No. 2025-58
Meeting Date: April 28, 2025
Resolution No. 40
Department: Superintendent

Topic: SEC Shield Contract Renewal

Recommendation: Approval of the SEC Shield contact proposal

Rationale: Our original contract with SafeEd that SEC Shield honored upon acquisition of the company is expiring on June 30, 2025. The district has worked with SEC Shield leadership on a proposal for a new three year contract to provide continued safety and security personnel at our secondary schools. The proposal includes increased pay rates to support retention and attraction of qualified safety manager personnel. This contract renewal has been reviewed with both the Safety and Finance Subcommittees with support for full board consideration at the April 28th Regular Meeting.

Resource Person(s): Dr. Robinson, Superintendent

Financial Impact: 2025-26 \$434,000 (\$55,506 increase from current contract)
2026-27 \$447,020 (3% increase)
2027-28 \$460,460 (3% increase)
31aa Grant Funding

Timeline: 2025-2026 School year - Upon Approval
(Effective Date or implementation Date)

Attachments: SEC Shield Contract Proposal
March Safety Subcommittee Meeting Minutes



Board of Education - *Resolution*

Year-Volume No. 2025-58

Meeting Date: April 28, 2025

Resolution No. 41

Department: Facilities

Topic: 2021 Bond Construction Change Order Approval

Recommendation: Approval of the Change Order request to include the paving of the expanded gravel parking lot area at Hamilton-Parsons.

Rationale: The resolution presents a change to the recently approved contract with Cortis Brothers Construction to expand the scope of paving to include the gravel lot at Hamilton-Parsons Elementary as part of this summer's paving project.

This request was discussed at the April 21st Facilities Committee of the Whole meeting with clarification from our BMB, our construction management company. The committee supports moving forward for board consideration at the April 28th meeting. .

Resource Person(s): Chris Storm, Director of Operations
Vicki Laseke, Executive Director of Finance
Todd Robinson, Superintendent

Financial Impact: 2021 Facilities Bond - Contingency Funds - \$89,500

Timeline: Summer of 2025
(Effective Date or
implementation Date)

Attachments: Change Order Summary provided by Barton Malow
Facilities Subcommittee Meeting minutes

Board of Education - *Resolution*



Board of Education - *Resolution*

Year-Volume No. 2025-58

Meeting Date: April 28, 2025

Resolution No. 43

Department: Technology

Topic: Student 1:1 Chromebook Replacement

Recommendation: Move to approve the replacement of 1:1 student devices for all students in grades K-12

Rationale: This is a planned replacement which occurs every four years. Grades 2-12 will be replaced with Dell 3120 non-touch Chromebooks, and K-1 students will receive Dell 3120 2n1 Chromebooks. The 2n1 Chromebook model allows the device to be flipped into a tablet-style device or used as a traditional Chromebook. A Google management license and protective case will also be provided for each device.

Resource Person(s): Mark Nelson, Executive Director of Technology

Financial Impact: \$1,677,820.00 - Building and Site Sinking Funds

Timeline: Summer 2025
(Effective Date or
implementation Date)

Attachments: Presidio quote 2003525110190-01.pdf
People Driven Technology quote 018171.pdf
2025 Student Chromebook Refresh memo.pdf



Board of Education - *Resolution*

Year-Volume No. 2025-58
Meeting Date: 04-28-2025
Resolution No. 44
Department: Academic Services

Topic: Enrollment Driven Teaching Positions 2025-26

Recommendation: Move to approve four new teaching positions as follows:

- English Teacher at RHS
- English Language Acquisition Teacher at RHS
- Science Teacher at RMS
- Social Studies Teacher at RMS

Total = 3.67 fte increase

Rationale: The district and building administration have worked through the staffing and scheduling process over the past few months. It has been determined that there is a need for 3.67fte additional teaching positions. Increased enrollment at Romeo High School and the needs of our students supports their request for new positions. Enrollment and continued efforts in transforming the programming at Romeo Middle School with a desire to fully implement an interdisciplinary teaming model with fidelity supports their request for new positions.

Resource Person(s): Jennifer McFarlane, Asst. Superintendent of Academic Services

Financial Impact: \$358,777 estimated (General Fund)
To be included in the FY26 Preliminary Budget

*Final compensation and benefits in alignment with the current REA contract and based on prior experience.

Timeline: 2025-2026 School Year
(Effective Date or implementation Date)

Attachments: Memorandum of Support
April Curriculum Subcommittee Meeting Minutes



Board of Education - *Resolution*

Year-Volume No. 2025-58
Meeting Date: April 28, 2025
Resolution No. 45
Department: Academic Services

Topic: Presentation of Romeo High School Class of 2025 Graduates

Recommendation: Approve the RHS Class of 2025 Graduates to be awarded diplomas on June 5, 2025.

Rationale: The issuance of diplomas is based on each students' satisfactory graduation and credit requirements as established by the State of Michigan and the Romeo Board of Education.

Resource Person(s): Mr. Bernie Osebold, Romeo High School Principal
Ms. Jennifer McFarlane, Asst. Supt.
Dr. Todd Robinson, Superintendent

Financial Impact: None

Timeline: Immediate
(Effective Date or implementation Date)

Attachments: List of RHS Senior Graduating Class of 2025