

**MINUTES
REGULAR BOARD MEETING
BOARD OF EDUCATION
WARREN WOODS PUBLIC SCHOOLS
December 15, 2025**

Call to Order

The meeting was called to order by President Schulte at 6:00 p.m. in the Board Room of the Administrative Service Center, 12900 Frazho Road, Warren, MI.

Roll Call

Members present: Zannetti, Hiller, Garcia, Nitz, Spicer, Schulte, and Fitzpatrick. Also present were Superintendent Stacey Denewith-Fici, Deputy Superintendent Neil Cassabon, Director of Facilities and Transportation Don Ball, Student Representatives Nataly Chang and Valorie Lee and Executive Assistant Diana Rende.

Pledge of Allegiance

Agenda Approval

It was moved by Zannetti supported by Fitzpatrick to approve the Agenda as presented. The motion carried 7 – 0.

Minutes

It was moved by Hiller supported by Nitz to approve the Minutes of the Workshop of November 19, 2025 as presented.

The motion carried 6-0 with Schulte refraining due to absence.

It was moved by Fitzpatrick supported by Spicer to approve the Minutes of the Special Meeting of November 24, 2025 as presented.

The motion carried 6 – 0 Schulte refraining due to absence.

Correspondence

None

Payment of the Bills

It was moved by Hiller supported by Zannetti to pay the following bills as presented:

General Fund	\$ 732,919.85
Center Programs	4,359.53
Food Service Fund	85,596.50
Child Care Fund	2,017.76
Campus Corner	4,862.58
2020 Bond Series 1	86,532.25

Payment of the Bills (continued)

2023 Bond Energy Bond	294,127.76
2025 Capital Projects Fund	524,864.20

The motion carried 7 – 0.

Old Business

None.

New Business

Reports

Student Representatives

Valorie Lee began her report by highlighting Towers High School's Spirit Week, which commenced on Monday. The themed days are as follows:

- **Monday:** *Santa's Workshop Characters* – Staff participated as the Grinch.
- **Tuesday:** *Snowed In* – Students wear cozy pajamas.
- **Wednesday:** *Sweater Weather* – Anticipating creative and festive sweaters.
- **Thursday:** *Deck the Halls* – Featuring favorite holiday accessories.
- **Friday:** *New Year Comes Early* – Celebrating with New Year's attire.

In addition to Spirit Week, Valorie shared upcoming Student Council initiatives, including a "Mike Night" event scheduled for Thursday and a new fundraiser featuring hot chocolate sales to support the state competition.

Valorie also provided an update on the newly formed Asian Club, which she previously introduced to the Board. Meetings will be held on Tuesdays under the guidance of Ms. Schumacher.

She concluded her presentation with news from DECA. In preparation for the District Competition on January 10, 2026, students recently attended a training and practice session at Macomb Community College to enhance their skills and readiness.

Nataly provided an update on the Student Leadership Committees, noting that one committee has placed an *Angel Tree* in the attendance office to support students in need during the holiday season.

She then shared exciting news about the Unified Basketball Team, which recently played its first game of the season against Lakeview and secured a victory. This event was a rewarding experience for both the athletes and the spectators.

Nataly also highlighted progress in the Career and Technical Education (CTE) Medical Classes, which continue to thrive and offer volunteer opportunities for students. She and Valorie announced plans to participate in job shadowing at the hospital later this month and to compete in the HOSA competition in January.

Finally, Nataly encouraged everyone to join in the holiday spirit by attending the upcoming band concert on Wednesday.

New Business (continued)

Student Achievement: Enrollment Update

Deputy Superintendent Cassabon provided an update on the unaudited student enrollment figures. While statewide enrollment has declined over the past 20 years, WWPS has reversed this trend, reporting an increase of 43.55 students—the first growth since the pandemic. This increase is concentrated in grades K–9, while grades 10–12 have experienced a slight decline. Current enrollment figures are as follows: 1,200 students in grades K–5, 974 students in grades 9–12, and 727 students at WWMS. Notably, WWMS has seen enrollment growth for the third consecutive year.

Mr. Cassabon also reported that the average retention rate for in-district students is 76.9%, while WWPS exceeds this benchmark with a retention rate of 78%.

President Schulte requested a breakdown of grade levels for students transferring to Warren Consolidated Schools. Mr. Cassabon indicated that this data will be researched and provided at a later date.

New Business

Change Order: Bid Package #2 Summer 2025 Renovations

Deputy Superintendent Cassabon presented a change order reflecting a refund of \$1,009. This adjustment was necessary due to an issue caused by a flange left in place, which interfered with the new bathroom plumbing at the Early Childhood Center (ECC). The refund represents the cost of the required repair.

It was moved by Fitzpatrick supported by Nitz that the Board approve the **Change Order: Bid Package #2 Summer 2025 Renovations** as presented.

The motion carried 7 – 0.

Superintendent Evaluation

President Schulte verified that the Board Members had reviewed the final overall rating of the Superintendent Evaluation. Superintenedent Denewith Fici explained that this is a two year evaluation and that there is no longer a “highly effective” rank option.

Mr. Zannetti Thanked Superintendent Denewith Fici for another great year and how blessed we are to have such strong leadership and that she has helped develop strong leadership across the district.

Superintendent Denewith Fici thanked them for their trust in her.

Mr. Schulte thanked Superintendent Denewith Fici for creating a great team.

It was moved by Zannetti supported by Fitzpatrick that the Board approve the final rating of effective for the **Superintendent Evaluation**. **ROLL CALL VOTE:**

Schulte ✓ Zannetti ✓ Fitzpatrick ✓ Hiller ✓ Garcia ✓ Nitz ✓
Spicer ✓ Ayes: 7 Nays: 0

New Business (continued)

The motion carried 7 – 0.

2025-2026 Budget Amendment

Deputy Superintendent Cassabon presented the proposed Budget Amendments. Additional revenue consisted of an increase in pupil enrollment beyond initial estimates, a FASFA program payment, flag football Grant from the Detroit Lions, and earnings on investments. Regarding investment earnings, Mr. Cassabon noted that interest rates are expected to decline, which will negatively impact the district's investment income. Should this downward trend continue, adjustments will be necessary. The additional per-pupil revenue includes the foundation allowance designed to maintain parity with other districts. Revenue figures also reflect a special education reimbursement.

Mr. Cassabon then addressed expenditures, reporting a **\$3.3 million increase in spending**. Contributing factors include staffing changes and degree advancements, adding an extra music section at WWMS, hiring an additional Spanish teacher at WWT, and hiring a new teacher at IAM.

He concluded with an update on Center Programs. The Child Care department has experienced a decrease in daycare enrollment but an increase in SACC staffing. The district is also assessing the impact of ESTA implementation. Campus Corner remains on track to contribute positively to the bottom line, while Food Service has seen higher meal reimbursements from federal and state sources.

Moving forward Mr. Cassabon informed the Board that bids for the 2025 Bond Issue Fund will open on Thursday, December 18, 2025.

Mr. Schulte expressed appreciation to Mr. Cassabon and the committee for their diligence and efficiency in preparing the budget amendments

It was moved by Fitzpatrick supported by Hiller to approve and accept the **2025-2026 Budget Amendment** as presented.

The motion carried 7 – 0.

Resolution Conditional Application: 31AA Funding

Superintendent Denewith Fici provided an overview of the deadlines associated with 31AA funding. The district was required to opt in by December 4, 2025, to remain eligible for the funding. This opt-in date included the option to rescind by December 30, 2025, at 11:59 p.m. The district's final decision will depend on the outcome of pending court proceedings. If the courts deem the funding unconstitutional, the district will continue to utilize the funds. However, if the court cases are unsuccessful, the district will rescind its participation. The Board will authorize the Superintendent and Board President to review the situation and make a final determination by the December 30, 2025 deadline.

New Business (continued)

Mr. Fitzpatrick inquired about the rescinding process. Superintendent Denewith Fici explained that the district has an established login to complete the rescind if necessary.

Mr. Zannetti requested clarification on whether any programs would be affected or if current services would continue. Mr. Cassabon confirmed that no changes are anticipated, as the district is operating under the 2024–2025 budget.

It was moved by Garcia supported by Nitz to approve and accept the **Resolution Conditional Application: 31AA Funding** as presented.

The motion carried 7 – 0.

Personnel Items

Leaves:

As Requested

Mr. Garcia inquired on the details of an intermittent FMLA and if there was a cap on time. Superintendent Denewith-Fici explained reasons for an intermittent FMLA and that there is a cap on hours.

It was moved by Fitzpatrick supported by Zannetti to approve the **Leaves** as presented.

The motion carried 7 – 0.

New Hires:

Sabith Ahmed – Bus Driver – date of hire 11/19/25.

Alana Marino – Intervention Assistant – Westwood – date of hire 12/8/25.

Victoria Rivers – Substitute Secretary – Clerk – Briarwood – date of hire 12/8/25 and Clerk seniority date 1/5/26.

Nolan Smigiel – WWT JV Baseball Coach – date of hire 12/1/25.

It was moved by Hiller supported by Spicer to approve the **New Hires** as presented.
The motion carried 7 – 0.

Public Expression

Ms. Lisa Grzywacz expressed her appreciation for the strong turnout at Santamaria's recent fundraiser, noting that the event was sold out. She estimated that at least five tables were

Public Expression (continued)

comprised of current and former district staff and emphasized how encouraging it was to see such widespread support.

Breean Jarvie thanked the district for its continued support of extracurricular activities. She informed the Board that a sports club will be advancing to its second phase, which will focus on the Arts.

Public Expression (continued)

Additionally, she shared that she has personally begun working with students in an after-school technology club, where participants have gained hands-on experience with 3D printers and robotics.

Ms. Spicer reported that she attended the Unified Sports game last week and highlighted the positive atmosphere and strong support shown for both teams.

Ms. Nitz also noted her attendance at the Unified Sports game and expressed pride in the district for implementing this inclusive program.

Adjournment

It was moved by Hiller supported by Nitz to adjourn the meeting at 7:10PM. The motion carried 7 – 0.

Respectfully submitted,

Scott Hiller
Secretary