



# Students First

*Inspire, Educate, Celebrate*

TO: All District Staff  
FROM: Glenn Maleyko, Ph.D., Superintendent  
RE: Superintendent Weekend/August Update  
DATE: August 16, 2020

Greetings,

*“And to think, we all stayed up until midnight to actually celebrate the start of 2020!”*

I wish I could take credit for this comment but it's one of the many lighthearted statements regarding this unprecedented year that I ran across on the internet. Obviously COVID-19 and the hardship it has created is no laughing matter. However, maintaining a sense of humor can be helpful as we all struggled through spring, make the best of our summer, and now approach the start of what will be a very different school year for staff, parents, and students.

With the August 31st start of school only a couple of weeks away, there is much that needs to be shared. I do apologize for the longer than normal “Welcome Back” memorandum but this important information should be of great interest to everyone.

### **Return To School 2020-21!**

The Board of Education held a 5.5 hour study session on August 6, 2020 ([Click here to view the meeting](#)). The meeting demonstrated transparency to the community, provided the Board with valuable information on the methodical work done by the Back to School committee, and allowed time for the various subcommittees to share the details of their efforts. The Board also read 70 comments from the public expressing a wide variety of opinions. It is obvious that any plan developed by the committee, brought forth by the administration and approved by the Board will not please everyone but it will provide for the safety of students, staff, and the community, while meeting academic needs during this pandemic.

While other districts in the state may have launched early plans (which they are now changing) we chose to work together as a team and demonstrate leadership in this time of crisis. I believe our approach to developing a “Back to School” plan was done the right way. We included a

large number of stakeholders as members of the committee and, despite pressure to get information out in a hurry, we maintained a clear and deliberate process. I stand by that decision as it was right for our school district. Our reopening committee provided solid and comprehensive recommendations to myself and the Board of Education. I want to once again thank the Dearborn Reopening Committee for their hard work and dedication to our students, staff and community. Their names are listed at the end of this memorandum. A special thank you goes out to our three co-chairs who did an outstanding job under tough circumstances (Jane Mazza, DFT President; David Higgings, ADSA President and Maysam Alie-Bazzi, Executive Director).

On August 10 the Board of Education Officially approved our Return to School Plan under the Governor's Return to School Roadmap [Click Here to view the Governor's framework.](#) [Click Here to view the meeting on Youtube.](#) Our plan has now been delivered to the County and the State for official approval. I encourage everyone to read our Return to School plan. [Click Here to view the plan.](#) We have also set up a place on the website to provide information for parents. [Click here to view the website.](#)

As I stated in my last memorandum to staff, the recommendations are subject to change at any time pending the local COVID-19 crisis and the Governor's order or any changes to the order at that time. **If the State of Michigan moves to Phase 1, 2, or 3 we must implement full online instruction.** If we are in Phases 4 through 6 we could allow for in person instruction. **We believe that it is best for students to have in person instruction in the schools!** However, the health and safety of students, staff and the community are the number one priority with the implementation of our plan.

The reality is that this is an ever changing situation and we will all need to be calm and flexible with the understanding that we will continue to do our best to maintain the health and safety of the community. We must also recognize that in some situations we do not have all the answers due to the fluid situation with the virus. We will continue to make decisions and lead in the best interest of our students, staff, families, and our community.

### **Dearborn Virtual Learning Program for students K-12**

Parents selecting this option for their children are making a one-year commitment in the Dearborn Virtual Learning Program. This guarantees their child can remain online during the entire year regardless of any future decisions by the district with regards to in person instruction. The District sent out information to the public with a deadline of August 17 for parents to enroll their children. We will do our best to accommodate students who attempt to enroll or leave the program after that deadline but we cannot make any guarantees due to staffing for the program.

This is a school district program staffed by Dearborn Public School teachers using the Dearborn Public Schools curriculum. Students may still graduate or promote from their home school.

### **DFT working days and hours**

Many staff members have been working in buildings throughout the summer including our food service, custodial staff, and engineers. Central office staff have been working since March and were able to return in person to the Administrative Service Center (ASC, Central office) in June. We have had employees work in the building physically for 2-3 days per week and from home the other days. Our staff has been very comfortable with this model and are following all health regulations and protocols. We are planning to implement a similar model in the buildings for DFT and ADSA staff.

David Higgins (ADSA President), Jane Mazza (DFT President), other Cabinet members, and myself have had a very positive dialogue regarding work days and hours. We plan to allow for flexibility in the best interest of the health and safety of staff and students while honoring union contracts and current laws.

Working with your principal/supervisor, we are requiring DFT staff to physically report to the building two days per week with flexibility at the building level based on individual circumstances. Teachers will have the flexibility to implement orientation with students either in person or virtual based on individual schedules and requests from parents. We believe that working two days per week from the school and three days from home per week allows us to adhere to health and safety standards while providing valuable in-person learning labs for our students.

When working from home staff will be expected to work normal hours and be accessible to parents, students, and administrators. It is also important to note that staff will not be expected to be accessible after contractual working hours.

If a staff member plans to work from home three days per week while the District is in a fully virtual mode, it is important to ensure stable access to the Internet and the District network. Staff members who may have trouble with stable internet access at home would be required to report to school five days per week.

When learning labs start the week of September 21st, we will need teaching staff in buildings to provide support for students during those days. More specific information on learning labs will be available as DFT members begin reporting back to work following the summer break.

### **Weekly/Daily Schedule for DFT.**

The Executive Directors of Student Achievement are working on a daily class schedule template. We are also monitoring Lansing for specific requirements pending legislative approval. The required hours are much different than when schools closed in March. More information will be sent to the staff when it is available. We anticipate a memorandum coming out from the Executive Directors later in the week. We understand that childcare is a concern as we are attempting to try and provide support from our early childhood program. A survey went out to staff last week to determine interest in that program. Please be advised that due to safety concerns and insurance liability children of staff members will not be able to come to our schools while their parents are working. In addition, DFT President Jane Mazza and I have verbally agreed to the following modified daily schedule. We plan to sign a letter of agreement this week. This schedule will be much better for our students so that high school students do not have to get up early for online learning sessions.

When virtual instruction is provided 100% of the time, the beginning and ending times will be as follows:

	<u>Start</u>	<u>End</u>	<u>1/2 Day Ending</u>
High School	8:15 a.m.	3:10 p.m.	11:10 a.m.
Middle School	8:15a.m.	3:10 p.m.	11:10 a.m.
Elementary School	8:55 a.m.	3:50 p.m.	12 p.m.
K-8 Building	8:15 a.m.	3:10 p.m.	11:10 a.m.
Salina K-8	8:15 a.m.	3:10 p.m.	11:10 a.m.

### **Daily Schedule for Non-instructional Staff**

Specific information will be provided by the Human Resources Department for every classification. Our Human Resource Department has had many positive discussions with Al Lerini (DFSE President). However, many of the jobs in the non-instructional area do not provide flexibility for working from home due to the nature of the work. In addition, we will provide flexibility for principals and office staff as long as all school offices are open with staff in the office during the regular operational hours. Principals will be given flexibility with how this is handled based on size, level, enrollment, and other unique circumstances of the school. [Please click here to view a memorandum from Ms. Nada Alamaddine regarding Non-instructional classification requirements.](#)

### **Budget**

We are pleased that the state is now providing CARES Act funding to help fill the gap with the potential reductions that we were facing retroactive from the 2019-20 school year. We are still facing reductions from that year, but it is less than expected.

With the restoration of a portion of 2019-20 funding we are now able to avert layoffs in the district for DFT staff and are hopeful this will be the case for all groups. There is still a reduction in positions in order to balance the budget as we have reduced the central office budget to the General Fund by roughly \$1.2 million. Central office was the first place that we looked to make reductions. We plan to reinstate positions across the district when we are in a better financial situation with state and federal funding allocations. We have also been able to return voluntary reductions in salary from some of our groups (DFSE, Superintendent/Cabinet Members, Exempt Secretaries, and Exempt NC/NI Green Sheet Employees) and we appreciate their willingness to enter into voluntary agreements in the best interest of our district and students. There is a chance that we could be asking for similar reductions next year pending the final budget allocation.

There is still a lot of uncertainty for the upcoming 2020-21 school year budget so we will continue to monitor that closely. School districts really need stimulus funding from the Federal Government and flexibility in pupil accounting (hours/days/time) from the State Legislature. There was a lot of negotiating that occurred between the Senate and the Governor last week. The Senate approved a Bill to allow for flexibility in pupil accounting and funding. Several educational groups opposed the Bill and are asking for greater input from the educational community. I have been in contact with Representative Hammoud and Senator Santana. I truly appreciate their outstanding support for our students and our school community.

### **Administrative Assignments**

As part of our budgetary reduction process we initially reduced approximately 70 positions across the district (most through attrition). Approximately 17 have since been restored but we are not able to restore all positions. As a result, I am announcing the following reassignments while stating that we reserve the right to reinstate some of the positions pending 2020-21 budgetary allocations from the state and federal government.

Ms. Nicole Rabac, current William Ford Assistant Principal, will now split duties between William Ford and Miller Elementary.

Mr. Samir Daklallah, current Maples Assistant Principal will be reassigned to the Assistant Principal vacancy at Lowrey School.

The result is an assistant principal reduction at Maples (they are now below the 600 student threshold) and an assistant principal reduction between William Ford and Miller Elementary.

In addition, the mathematics and language arts coordinators who work in the high schools will now have responsibilities over curriculum PreK-12. This was a cost savings move as duties have been reassigned.

I will be sending a recommendation to the Board of Education for an assistant principal at Henry Ford Elementary and a principal for Snow Elementary at the August 24th Board of Education meeting. The new principal at Snow will start in that school on October 1st when Ms. Amal Alcodray will start her new position as the Human Resource Director (Instructional). This will also allow for a smooth transition of leadership at Snow Elementary.

### **Schoology, Professional Development and a Letter of Agreement.**

The Board approved Schoology as our online platform and Zoom as our video conferencing forum moving forward. Schoology is a learning management system that will be used Pk-12 by all staff beginning in the 2020-21 school year. This platform will house all academic coursework as well as serve as the communication platform for all students, teachers and families. Teachers will transition at their own pace from using the classroom blogs as the communication tool with families to using the schoology communication tool. Principals and schools will continue to use Blogs to communicate with parents. The intent is to reduce the amount of work and redundancy for teachers and eliminate multiple points for parents to access information. Eventually, all relevant communication will flow through the Schoology course site for each staff member. These platforms were recommended by the technology subcommittee that was part of the Dearborn Reopening Committee. Training will be forthcoming and we recognize that everyone will need time to transition into the new platform. Therefore we entered into an agreement with the DFT to modify the school schedule for the start of the year. Here is the agreed upon modified schedule in order to increase professional development time for teachers.

August 31, 2020 - Half Day for Students AM (Secondary 1st - 3rd Hours), PD All staff PM  
September 1, 2020 - Half Day for All Students AM(Secondary 4th - 6th Hours), PD All staff PM  
September 2, 2020 - Half Day for Students AM (Secondary 1st - 3rd Hours), PD All staff PM  
September 3, 2020 - Half Day for All Students AM(Secondary 4th - 6th Hours), PD All staff PM  
September 23, 2020 - Late Start Eliminated  
October 14, 2020 - Late Start Eliminated  
December 9, 2020 - Late Start Eliminated  
Date TBD - Duty PM in lieu of cancellation on August 31.

### **Athletics**

Many of the major college conferences have cancelled fall sports including the Big 10 and MAC. The Michigan High School Athletic Association (MHSAA) released information on Friday announcing the move of Football to the spring. The district will continue to follow the MHSAA

lead under the Governor's directives. We also have the ability to make a decision based on the local conditions in Dearborn and in the best interest of our students and community.

### **Final Thoughts**

If there has been any consistent theme since March it's that there is no consistent theme. The COVID-19 pandemic has created much uncertainty at all levels. I understand there will be, and are, many questions that have yet to be answered. Please know that we are continuously evaluating and reevaluating systems, protocols, and structures within our District to maintain a healthy and safe space for our students and staff.

We will continue to move forward with our Return to School Plan knowing that there are differing opinions in the community and any decision made moving forward will come with criticism. I want to assure all staff members that regardless of what may be going on at the state and national level, we will never make decisions based on politics. Our decisions will be based on best practices that we know will help in the fight to mitigate the spread of COVID-19 in our community while at the same time provide a quality and meaningful learning experience for our students.

We would all prefer to be in our schools, in our classroom, and face to face with our students. We know that on-line instruction is a great tool and resource for teachers, but can never replace the meaningful in person interaction between a student and teacher. I am confident in the incredibly resilient and professional staff members who work for the Dearborn Public Schools. I know it is your tremendous dedication to educating our students that will get us through all of the obstacles and challenges we face. On behalf of the Board of Education and our Extended Cabinet team, I want to thank you for your hard work and commitment to our students and our school community.

Looking forward to seeing everyone in the near future whether that is in person or online. I wish you and your family all the best for safe and healthy days ahead.

Regards,

Glenn Maleyko, Ph.D.  
Superintendent  
Dearborn Public Schools

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### **School Reopen Committee Members**

Adeeb Mozip, Parent  
Ahmed, Ibrahim, Student  
Al, Jamal, Parent  
Alamaddine, Nada, HR Director, Non-Instructional  
Alaouie, Mariam, Teacher  
Alasry, Khadigah, Teacher  
Alaouie, Rana, Teacher  
Albert Abbas, Parent  
Alcodray, Amal, Principal  
Alfasih, Hanna, Student  
Alghanem, Zeinab, Student  
Ali, Salah, Parent  
Alie-Bazzi, Maysam, Executive Director, Co-Chair  
Alvarado, Cyndi, Media Specialist  
Andrews, Mark, Director of Operations  
Dr. Austerberry, Carol, Wayne County Health Department  
Baidoun, Eleni, Parent  
Dr. Bazzi-Gates, Rola, Special Education Coordinator  
Boussi, Zaynab, Social Worker  
Briggs, Susan, Art Resource Teacher  
Burke, Ghada, Teacher  
Caggins, Kevin, Dearborn Police Department School Resource Officer  
Chaaban, Joe, Parent  
Dr. Chochol, Jill, Executive Director of Student Achievement  
Collins, Leigh, SFE Food Service  
Conrad, Shellie, Teacher  
Conway, Jeff, Athletic Director  
Dr. Desouza, Joan, Psychologist  
Diem, Lindsey, Teacher  
Dwyer, Maria, Parent  
El Khalil, Faiz, Parent  
Elkoussy, Lena, Student  
Esseily, Mike, Executive Director of Special Populations



Faraj, Fatme, Executive Director of Student Achievement  
Garrasi, Ioanna, Adult Education & Permits Supervisor  
Goetsch, Debra, Food Service Manager  
Dr. Groover, Ross, Curriculum Coordinator  
Gwidz, Amy, Technology Teacher  
Hachem, Hussein, Parent  
Haidar, Nofila, PTA Council & Parent  
Hamade, Sam, Parent  
Hand, Tom, DSOEA President & Engineer  
Hanson, Chad, Dearborn Police Department School Resource Officer  
Hassan, Rima, Principal  
Higgins, David, Principal, ADSA President, Co-Chair  
Hummel, Scott, PE & Athletics Supervisor  
Hussein, Hassan, Parent  
Jawad-Hachem, Brigete, Parent  
Kaarali, Nassrine, Teacher  
Kadouh, Karim, Student  
Dr. Kalil, Kathy, UofMD  
Kandes, Amy, Nurse  
Karkaba, Ghinwah, PTA Council & Parent  
Kurth, Laurie, Secretary  
Ladach, Sue, SE Teacher  
Lane, Mary, Board of Education Trustee  
Leacher, John, Health & Safety Administrator  
Lerini, Al, DFSE President & Parent  
Lowe, Mike, Engineer  
Makssoud, Patricia, SE Teacher  
Marshell, Jodi, Transportation Supervisor  
Martin, Adam, Principal  
Mashhour, Abe, Director of Student Services  
Mazza, Jane, DFT President, Co-Chair  
Meyer, Lisa, Music Resource Teacher  
Miller, Pam, Director of Payroll & Benefits  
Modica, Amy, Coordinator of Early Childhood  
Mozip, Adeeb, Parent  
Mustonen, David, Director of Communications  
Dr. Nealon, Michael, Henry Ford Community College  
Norwood, David, City of Dearborn Mayor's Office  
Oatley, Sylvia, Teacher

Patterson, Troy, Director of Technology  
Peterson, Shannon, Executive Director of Student Achievement  
Ramadan, Ahmad, Field Representative for Congresswoman Debbie Dingell  
Richards, Peggy, Community Member, DFCU Financial  
Sayed, Ali, Parent & HYPE Athletics CEO  
Schlibe, Gary, Plant Operations Manager  
Sharha, Mansour, Parent  
Stover, Stephanie, Early Childhood Programs Supervisor  
Thorpe, Jim, Board of Education Trustee  
Souweidane, Violet, Student Empowerment Facilitator  
Weaver, Mary (Kathy), Social Worker

### **Subcommittees**

#### **Technology**

*Troy Patterson, Director of Technology, Facilitator*  
Mariam Abadeh, Teacher  
Rana Alaouie, Teacher  
Rose Aldubaily, EL Director  
Cynthia Alvarado, Media Specialist  
Joe Chaaban, Community Member Jill Chochol, Executive Director  
Fatme Faraj, Executive Director  
Amy Gwizdz, Technology Coach  
Elissar Hammoud, Teacher  
Karim Kadouh, Student  
Rawan Khuja, Teacher  
Adam Martin, Principal  
Jamie McShane, Teacher  
Adeeb Mozip, Parent  
James Murphy, Teacher  
Jeannine Oynoian, Teacher  
Shannon Peterson, Executive Director  
Mansour Sharha, Parent  
Marla Wiacek, Teacher  
Julie Wooton, Teacher  
Khadygh Zandani, Teacher

#### **Athletics and Physical Education**

*Scott Hummel, Supervisor of PE and Middle School Athletics, Facilitator*  
*Jeff Conway, Athletic Director, Facilitator*

Ibrahim Ahmed, Student  
Jamal Al, Community Member  
Eleni Baidoun, Community Member  
Renee Garcia, Teacher and Coach  
Sam Hamade, Parent and Community Member  
Keith Hobbins, Teacher and Coach  
Ali Sayed, Community Member

### **Calendar & Space**

*Abe Mashhour, Director of Student Services, Facilitator*  
Albert Abbas, Parent  
Angela Alamonte, Teacher  
Salah Ali, Parent  
Eleni Baidoun, Parent\  
Hassan Hussein, Parent  
Mary Lane, Board Trustee

### **Food Service**

*Leigh Collins, SFE, Facilitator*  
Josh Bain, SFE  
Deb Goetsch, Kitchen Manager  
Al Lerini, Union President

### **Early Childhood/Kid's Club**

*Amy Modica, Early Childhood Coordinator/Principal Cotter, Facilitator*  
Nadia Berry, Parent Liaison  
Ghada Burks, Teacher  
Intissar Fernandez, Teacher  
Sharifi Kharoubi, Teacher  
Kathy Laurus, Teacher  
Mike Lowe, Engineer  
Stephanie Stover, Early Childhood Programs Supervisor  
Peggy Richard, Community Member

### **Parent Events**

*Nofila Haidar, PTA Council President, Facilitator*  
Dr. Joan DeSouza, Psychologist Nassrine Karaali, Teacher  
Adeeb Mozip, Parent  
Mansour Sharha, Parent

**Research & Publications**

*Dr. Kathy Khalil, UofMD, Facilitator*

**Budget**

*Pam Miller, Director of Payroll & Accounting, Facilitator*

**Electives/Special Area Classes**

*Amal Alcodray, Principal, Facilitator*

Jamal Al, Parent

Hanna Alfasih, Student

Susan Briggs, Teacher & Art Resource Lead

Laurie Kurth,

Lisa Meyer, Teacher & Music Resource Lead

**Instruction - Elementary**

Jill Chochol, Executive Director

David Higgins, Principal & ADSA President

Sue AbuRus, Teacher

Ghada Burks, Teacher

Amal Chehab, Teacher

Shellie Conrad, Teacher

Danielle Currie, Teacher

Mike Esseily, Executive Director

Tammy Fournier, Principal

Ross Groover, Curriculum Coordinator

Michael Hawkins, Teacher

Hilda Irani, Teacher

Emily Kalz, Teacher

Patricia Makssoud, Teacher

Jeannine Oynoian, Teacher

Nadra Shami, Teacher

**Instruction - Middle School**

*Mike Esseily, Executive Director, Facilitator*

*Fatme Faraj, Executive Director, Facilitator*

Mona Alaouie, Teacher

Khadigah Alasry, Teacher

Rose Aldubaily, Director of EL

Salah Ali, Parent

Ameena Elder, Teacher  
Chelly Eifert, Teacher  
Maha Fayad, Teacher & Parent  
Rima Hassan, Principal  
Maria Iuliano, Teacher  
Deana Saad, Teacher

### **Instruction - High School**

*Rose Aldubaily, Director of EL, Facilitator*  
*Mike Esseily, Executive Director of Special Populations, Facilitator*  
*Shannon Peterson, Executive Director of Student Achievement, Facilitator*  
Rana Alaouie, Teacher  
Hannah Alfasih, Student  
Zeinab Alghanem, Student  
Tina Craig, Teacher  
Lindsay Diem, Teacher  
Ameena Elder, SIOP coach and trainer  
Sam Hamade, Parent  
Amy Keith-Wardlow, Literacy Coordinator  
Suzanne Ladach, Teacher  
Adam Martin, Principal DHS  
Linda Mroue, Teacher  
Lynne Osborne, Teacher

### **Social Emotional and Affective Learning**

*Dr. Rola Bazzi-Gates, Special Education Coordinator, Facilitator*  
Dr. Violet Souweidane, Student Empowerment Facilitator  
Mariam Alaouie, Social worker  
Hanna Alfasih, student  
Zeinab Alghanem, Student  
Zaynab Boussi, , Social worker  
Lena Elkoussy, Student  
Faizah Nasser, Social worker  
Sylvia Oatley, Teacher  
Kathy Weaver, Social worker  
Marla Wiacek, Teacher

### **Transportation**

*Jodi Marshall, Supervisor of Transportation, Facilitator*  
Pam Miller, Director of Payroll & Benefits  
Lena Elkoussy, Student

**Sanitation & Maintenance**

*Mark Andrews, Director of Operations, Facilitator*

*Gary Schilbe, Plant Supervisor, Facilitator*

Albert Abbas, Parent

Hanna Alfasih, Student

Faize El Khalil, Parent

Al Lerini, DFSE President\

Mike Lowe, Engineer

**Adult & Community Education and Facility Usage**

*Ioanna Garrisi, Supervisor, Facilitator*

Jamal Al, Community Outreach Specialist/Carpenter's Union

Elham Farhat, ELT Manager

Ann Kuzara, Office Manager

Ali Sayed, HYPE President

Maha Makki, Assistant Supervisor

Andy Wurtz, Adult Ed. teacher

**Health and Safety**

*Amy Kandes, School Nurse, Facilitator*

*John Leacher, Health, Safety & Security Supervisor, Facilitator*

Hassan Hussein, Community Member

Sue Ladach, Special Education Teacher

David Mustonen, Director of Communications