

LINCOLN CONSOLIDATED SCHOOLS
Ypsilanti, Michigan
BOARD OF EDUCATION / REGULAR MEETING
December 14, 2020
6:00 p.m.
Virtual (COVID-10) Zoom Meeting

OFFICIAL MINUTES

BOARD MEMBERS PRESENT

Yoline Williams, President (participated from Ypsilanti, Michigan remotely)
Jennifer Czachorski, Vice President (participated from Ypsilanti, Michigan remotely)
Jennifer LaBombarbe, Secretary (participated from Ypsilanti, Michigan remotely)
Thomas Rollins, Treasurer (participated from Ypsilanti, Michigan remotely)
Connie Newlon, Trustee (participated from Ypsilanti, Michigan remotely)
Laura VanZomerem (participated from Ypsilanti, Michigan remotely)

ADMINISTRATORS PRESENT

Robert Jansen, Superintendent
Adam Blaylock, Human Resources Director
Adam Snapp, Finance Director

OTHERS PRESENT

Due to live stream the individual names of viewers in attendance is unknown.

1.0 CALL TO ORDER

President Williams called the meeting to order at 6:03 p.m. in a virtual meeting in Zoom due to COVID-19.

2.0 ROLL CALL

Roll call showed all Board Members were present.

3.0 ESTABLISHMENT OF QUORUM

A quorum was established.

4.0 PLEDGE TO FLAG

The Pledge of Allegiance was recited by Board and audience members.

5.0 ACCEPTANCE OF AGENDA

It was moved by LaBombarbe and seconded by Rollins that we accept the agenda as presented.

Ayes: 6

Nays: 0

Motion carried 6-0

6.0 PRESENTATIONS

6.1 Employee of the Month

Nominated by Robert Williams

Cassandra Coker has served students with disabilities and Lincoln Consolidated Schools for twenty-three years. In her current role as Building Level Teacher Consultant, she leads Brick's special education department, coordinating the delivery of special education programming and services for twenty percent of Brick's student population.

In August 2020, special education staff were tasked with conducting change of placement IEPs for Virtual Academy students. This was a significant task and quickly overwhelmed the understaffed Virtual Academy special education team.

Without direction or request, Cassandra rallied her department and informed the Virtual Academy that Brick change of placement IEPs would be handled by Brick, allowing the Virtual Academy Team to focus on other students.

In a time of sustained stress and uncertainty, this act of support and teamwork is a true act of kindness. Cassandra's commitment to students, peers and the district serves as an example of calm, compassionate professionalism in a time of crisis.

6.2 Extended Continuity of Learning Plan (ECOL) Update
Presented by Karensa Smith

- The ECOL plan allows us to get our full state funding and it also allows us to have flexibility with our count. Part of the MDE process is to have the Board reaffirm our plan each month
- All students have returned to school in the remote setting and will be remote until at least the end of Winter Break; The curriculum department is constantly re-evaluating our plans. We have noticed a need for more engagement strategies for our staff, so professional learning has been offered this past week on how to engage students using a district-approved resource and more offerings are being planned.
- Our next NWEA assessment will occur in January. We will be able to see the progress of our students from fall to winter. NWEA professional learning has occurred with K-8 administrators in order to effectively move our district forward with coaching conversations on instructional decisions.
- We are continuing the power standards work as a district. We have now chosen our power standards, deconstructed one, created a formative assessment, and the secondary staff has learned how to use the formative assessment process with their students.
- Meetings are continuing to occur to discuss bringing our most vulnerable students back on campus for face to face support
- I have been conducting walk-throughs in classrooms to look for instruction, curriculum resource use, continuity, and engagement strategies order to provide support individually and collectively

7.0 SUPERINTENDENT AND STAFF REPORTS/CORRESPONDENCE

7.1 Superintendent's Report

- Mr. Jansen thanked the community for their support and is excited for the holidays and 2021!

7.2 Finance Report

7.2.1 November 2020 Food Service Report
Report included in Board packet.

7.2.2 November 2020 Enrollment Report
Report included in Board packet.

7.3 Human Resources Report

- Grant work - Thanks to Adam Snapp and the business office for the collaboration on the TSSC Grant. We are working on them now and have approximately 350 eligible eligible staff members, and the state is targeting a late winter or spring payment timeframe.
- Open Enrollment - We had 75 staff members move through the open enrollment process and update their benefit elections for 2021.
- Evaluations - Since the last meeting of the Board we have rolled out updated evaluation procedures for our teaching staff. In this COVID world there was recognition that some tweaks needed to be made for the 2020-2021 school year. Our administrative team is working feverishly to work through that process and their observations.

8.0 BOARD REPORTS/CORRESPONDENCE

8.1 Board Executive Committee Report

The next Board of Education meeting will be the yearly Organizational Meeting scheduled for January 11, 2021.

- 8.2 Board Performance Committee Report
The next Performance Committee meeting is tentatively scheduled for January 25, 2021. The Committee is currently working on revising the Public Comment procedure to be rolled out at the second meeting in January 2021.
- 8.3 Board Planning Committee Report
The next Planning Committee meeting is tentatively scheduled for February 8, 2021. The Committee currently is looking into a new policy company for the District.
- 8.4 Board Finance Committee Report
The next Finance Committee meeting is tentatively scheduled for February 1, 2021.
- 8.5 Reports and Correspondence
No reports.

9.0 PUBLIC COMMENT

- Laurie Price "I am presenting this tonight in support of the maintenance department. It has been stated the reason for looking into privatization of this group of employees is for financial reasons. The idea of privatizing the maintenance department to save a few dollars over the stability and knowledge of the current maintenance staff is disturbing.

With the COVID Relief money that can now be spent on wages I would suggest the "financial reasons" is not the reason for looking into privatization. The district is not in a financial bind and will not be this school year. I would suggest this is in retaliation for a complaint that was filed by one of the maintenance employees for reporting to the state that he was being asked to move into an electrical closet. Want or need more information, just ask. I will gladly speak with any of you regarding this issue.

Privatization hurts our schools.

The privatization of public-school employees hurts our students, our schools and our community. Privatizing services historically performed by district employed individuals is not in the best interest of the students, staff, district, or community. Yet here the district goes again. Chasing the illusive white rabbit down the rabbit hole. It doesn't exist. There is no light at the end of the tunnel in situations like this. The failed privatized system for custodial services is in fact a monumental failure. The buildings are filthy, not just one area, multiple areas, just take a look at the boiler rooms in the district. Make sure you wear 2 masks at Brick. I challenge you to take a good, hard look at these areas. Areas that used to be maintained by district employed custodians and are now in shambles.

The school district is gambling with students' safety and security by privatizing these school employees' jobs. Loyal and skilled employees will be exchanged for employees with no commitment to our schools and potentially fewer skills. Losing trusted, experienced employees can be emotionally upsetting and disruptive to a students' learning environment especially if the services provided by those maintenance employees are grossly inadequate and could potentially cause harm to students.

Private companies hire employees who usually have less training and less commitment to the school district. Since most support staff employees live and work in the same community, the district loses stable and loyal employees. You get what you pay for.

There is little evidence to support dramatic savings with privatization. It is a huge gamble. There are always hidden costs in privatization contracts which will reduce any perceived eventual savings for the district. Traditionally, private companies hire employees at lower wages, promise benefits after a certain amount of time and never follow through on that promise. Due to low wages and no benefits, this creates a habit of excessive turnover in privatized services. The current custodial services are a perfect example. Ask these employees how well the company takes care of them. I think you will be shocked. Lack of wages equals lack of interest in doing a good job and providing the district with quality services. Remember, you get what you pay for.

Let's put all of you in the same situation. You have a good paying job with benefits. You are able to provide for yourself and your family. Then, the company you are working for decides to privatize the services you have been providing to them for years. It is Christmas, Easter, or your child has just been accepted to the college he or she has had their heart set on for years. Sorry, no gifts, the ability to put food on the table has become difficult. Sorry honey, you will have to change your plans for college. Now, put your face and your children's faces on these individuals. That is reality. That is exactly what you are suggesting for these individuals. Can you picture your family having to go through this nightmare? These employees all have families. Close your eyes, do you really want to visualize this for them?

We are in the middle of a horrible, debilitating pandemic and you want to exacerbate the situation by what laying people off? Where is the humanity, compassion, and sense of caring that differentiates us from animals? I watched a video clip from a friend this weekend. It was of a dog who just had a litter and yet was compassionate enough to take in 2 more puppies, not her own, because their mother had been killed. Humanity should be way better than this.

Potentially, the district will lose control over the maintenance services a privatized company indicates they will provide but fail to do so. Just like the custodial services.

Privatization hurts our community.

Private companies make a profit at the expense of the community when they are not a local business; their profits are spent elsewhere.

Private companies that take over the work of public-school employees do not have a proven track record of quality service, fiscal responsibility, or workforce stability. Most private companies are based outside of the school district they provide services for. Frequently, these companies are based in other states. The huge profits they reap do not benefit the local community. EnviroClean is based out of Holland, MI. The huge profits they make are spent there and boost the economy there, not in Ypsilanti and the surrounding areas.

Many of the employees hired by private companies to work in the Lincoln school district do not live in this community. Private companies don't care about our students or our communities. They are in the business to make money. They aim to turn a profit and that's not in the best interest of public education.

Lincoln's attempts to save money through privatization should have been a learning lesson. Privatization fails on multiple levels. All a person needs to do is really open their eyes and SEE exactly how detrimental privatized services have been to this district.

By Phil's own admission, SKILLED services are needed for the district. SKILLED services with certification in electrical, plumbing, HVAC, and chemicals will cost way more than what the maintenance staff is currently being compensated at. These SKILLED services start at around \$35 per hour and go all the way to over \$100 per hour. Just check with Dunbar, the company Lincoln has a contract with. A company the district went over budget with. A company that makes in excess of \$100 per hour, per employee once the \$180,000 yearly contract is exceeded. And yes, it was exceeded for the 2019-2020 school year.

To summarize, privatized companies have been beset by many problems, many of which emanate from a lack of experience and from employing people at the low end of the wage scale. IF the district has the funds to pay for SKILLED maintenance services then it definitely has the funds to pay the wages and benefits of the maintenance department employees currently working as district employees at Lincoln. You need to ask yourselves whether you want the students and staff exposed to potentially hazardous or dangerous situations - and what the price is of doing so.

- Melissa Palmquist LCS Parent "I would like to start off by thanking Superintendent Jansen for reaching out to me regarding my previous email with comments. Two of the items I am speaking on tonight he has agreed to look into further.

I would, once again, like to ask the board and secondary administration to forgo midterms for secondary students this school year. This has been anything but an ordinary year for students and staff. Asking students to take a cumulative exam for 18 weeks worth of academics in a less than adequate situation is just asking for undue stress and disaster. These kids have only been ""attending"" each class 2 days a week

versus every class, 5 days a week. They are not getting a quality education and asking them to produce quality work on such a large exam is asking too much of them! I can personally say that my own kids have had some classes where not only have they not taken a test, they have not so much as taken a quiz so far this year. Asking them to take a midterm is out of the question! Please do the right thing and skip midterms this year.

Another item I would like to bring up is the continued delayed and inaccurate updating of the district Covid dashboard. I realize that with no students on campus you may feel the need is not there but I have been informed that some staff are choosing to work on campus. There is always the chance that one of them could test positive and should that happen the dashboard should reflect this. When face to face instruction is an option the dashboard is my only resource, as a parent, to deem if it is safe to send my children to campus. If this is not kept updated then I have nothing to go by. Please do better with this.

The last issue I would like to address is the purchase of the ""new"" buses. I feel like this is not the time to spend over a half million dollars when we are not even using district transportation at this time. Purchasing buses just to have them sit on the lot and age does not seem like a practical move at this time. Why not sit on that money for now and re-evaluate the need in another 6 months? The buses you are looking to purchase are 3 years old and if this purchase is postponed until 2021 you could get buses that are 2018/3 yrs old. I see that there are many other immediate needs within the district that this money could be spent on. Why buy something we are not even currently using? Once again the district is looking to make a financial decision that makes absolutely no sense at this point! Please reconsider this purchase!"

10.0 NEW BUSINESS

10.1 Organizational Meeting Date

A motion is requested Monday evening to schedule the Organizational Meeting for Monday, January 11, 2021 at 6:00 pm.

It was moved by LaBombarbe and seconded by Czachorski that we schedule the Board Organizational Meeting for Monday, January 11, 2021 at 6:00 pm.

Ayes: 6

Nays: 0

Motion carried 6-0

10.2 Sex Education Advisory Board (S.E.A.B)

Board policy 2414 Reproductive Health and Family Planning and Administrative Guideline 2414 gives direction as follows: The Board shall appoint and shall determine terms of service for the Sex Education Advisory Board, the number of members to serve on the advisory board, and a membership selection process that reasonably reflects the District population, and shall appoint two (2) co-chairs for the Advisory Board, at least one (1) of whom is a parent of a child attending a school in the District.

At least one-half (1/2) of the members of the Sex Education Advisory Board shall be parents who have a child attending a school operated by the District, and a majority of these parent members shall be individuals who are not employed by the District. The Advisory Board shall include students of the District, educators, local clergy, and community health professionals.

The Superintendent recommends Carrie Melcher, to serve as one of the 2 co-chairs on the Sex Education Advisory Board (S.E.A.B.) and parent representative Heather Moore as the other chair. Board action is requested.

It was moved by LaBombarbe and seconded by Czachorski that we approve Carrie Melcher, High School Assistant Principal and Heather Moore, parent, to serve as co-chairs of the Sex Education Advisory Board (S.E.A.B.) as presented.

Ayes: 6

Nays: 0

Motion carried 6-0

11.0 OLD BUSINESS

11.1 Minutes of Previous Meeting

11.1.1 Regular Meeting November 23, 2020

11.1.2 Closed Session November 23, 2020

Enclosed are the minutes of the November 23, 2020, Regular Meeting and Closed Session as presented.

It was moved by LaBombarbe and seconded by Czachorski that we approve the minutes of the November 23, 2020, Regular Meeting and Closed Session as presented.

Ayes: 6

Nays: 0

Motion carried 6-0

11.2 2019-2020 Audit Report

The 2019-2020 District Audit was presented on November 23, 2020. All questions were to be directed to Adam Snapp. The Superintendent recommends approval as presented.

It was moved by LaBombarbe and seconded by Czachorski that we accept the 2019-2020 District Audit as presented.

Ayes: 6

Nays: 0

Motion carried 6-0

11.3 Maintenance Department Request for Proposal (RFP)

A Request for Proposal (RFP) is to be prepared for the purpose of outsourcing the district maintenance services. Board action was requested.

It was moved by LaBombarbe and seconded by Czachorski that we authorize the Superintendent or designee to issue the Maintenance Request for Proposal-RFP as presented.

Ayes: 6

Nays: 0

Motion carried 6-0

11.4 Bus Purchase

PURPOSE

The transportation department is seeking to purchase nine (9) new/used buses from Midwest Transit Equipment, Inc. The buses are all model year 2017 IC CE 77 passenger buses for \$56,239.00 each, totaling \$506,151.00. The goal of the transportation department is to remove buses from operation that are nearing 20 years old, which with this purchase the oldest buses in our fleet will be 14 years old.

ANALYSIS

Brand new buses cost around \$97,000. By purchasing used equipment we are able to go from four five buses to nine buses. There is a great need to decrease the age of our equipment and decrease the amount of repairs and repair cost by getting our fleet closer to the ten year old buses as possible. In addition, it is important to keep our parts inventory as low as possible by continuing to purchase the same equipment type so we are having as few of parts on hand as possible. By purchasing used buses, many of the problems that often occur in the first year of operation are eliminated, and the school district that this equipment was leased to is the same one that we purchased equipment from last year.

RECOMMENDATION

It is my recommendation to purchase these used buses and continue to improve the overall age of our bus fleet.

It is recommended that: The Superintendent approves the purchase of the nine (9) used school buses from Midwest Transit Equipment, Inc. at a total cost of \$506,151.00. Board action was requested.

It was moved by LaBombarbe and seconded by Czachorski that we approved the purchase of 9 buses from Midwest Transit Equipment, Inc. in the amount of \$506,151.00 as presented.

Ayes: 6
 Nays: 0
 Motion carried 6-0

11.5 Reaffirming Extended Continuity of Learning Plan (ECOL) Update

It was moved by LaBombarbe and seconded by Czachorski that we reaffirm the instructional delivery method that is stated in the Extended Continuity of Learning Plan (ECOL) as presented.

Ayes: 6
 Nays: 0
 Motion carried 6-0

11.6 Superintendent Evaluation

The Board of Education evaluated the Superintendent on November 23, 2020 using the Michigan Association of School Board’s Evaluation Tool. The outcome of the evaluation resulted in an “Highly Effective” rating for the Superintendent. Board action was requested.

It was moved by LaBombarbe and seconded by Czachorski that we accept the Superintendent’s rating as “Highly Effective” for the 2020-2021 school year as presented.

Ayes: 6
 Nays: 0
 Motion carried 6-0

11.7 November 2020 Finance Report

Enclosed are the November 2020, Financial Reports. The Superintendent recommends approval as presented.

It was moved by LaBombarbe and seconded by Czachorski that we approve the November 2020, Finance Report as presented.

Ayes: 6
 Nays: 0
 Motion carried 6-0

11.8 November 2020 Check Register

Enclosed is the November 1-30, 2020, check register in the amount of \$291,908.15. The Superintendent recommends approval as presented.

It was moved by LaBombarbe and seconded by Czachorski that we approve the November 1-30, 2020, check register in the amount of \$291,908.15 as presented.

Ayes: 6
 Nays: 0
 Motion carried 6-0

11.9 November 2020 Trust and Agency

Enclosed is the November 2020, Trust & Agency Report. The Superintendent recommends approval as presented.

It was moved by LaBombarbe and seconded by Czachorski that we approve the November 2020, Trust & Agency Report as presented.

Ayes: 6
 Nays: 0
 Motion carried 6-0

11.10 Personnel Transactions

ACTION ITEMS				
Name	Position/Building	Effective Date	Status	Major/Step
Denise Ferber	Paraprofessional/LHS	1/8/2020	Retirement	

It was moved by LaBombarbe and seconded by Czachorski that we approve the December 14, 2020, Personnel Transactions Summary as presented.

Ayes: 6

Nays: 0

Motion carried 6-0

12.0 ADJOURNMENT

It was moved by LaBombarbe and seconded by Czachorski that we adjourn the meeting at 7:00 p.m.

Ayes: 6

Nays: 0

Motion carried 6-0