

**LINCOLN CONSOLIDATED SCHOOLS**  
**Ypsilanti, Michigan**  
**BOARD OF EDUCATION / REGULAR MEETING**  
**September 28, 2020**  
**6:00 p.m.**  
**Virtual (COVID-10) Meeting Google Meets**

**OFFICIAL MINUTES**

**BOARD MEMBERS PRESENT**

Yoline Williams, President  
Jennifer Czachorski, Vice President  
Jennifer LaBombarbe, Secretary  
Thomas Rollins, Treasurer  
Connie Newlon, Trustee  
Allie Sparks, Trustee  
Laura VanZomeren

**ADMINISTRATORS PRESENT**

Robert Jansen, Superintendent  
Adam Blaylock, Human Resources Director  
Karensa Smith, Curriculum & Instruction 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 6:00 p.m. in a virtual meeting in Google Meets 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 Czachorski that we accept the agenda as presented.

Ayes: 7

Nays: 0

Motion carried 7-0

**6.0 SUPERINTENDENT AND STAFF REPORTS/CORRESPONDENCE**

**6.1 Superintendent's Report**

- Thanked all of the staff for their continued hard work and we will be reintroducing the Employee of the Month in October.
- Social Emotional Committee and Trails training in the High School and Middle School are underway.
- Many staff attended social justice training.

**6.2 Curriculum & Instruction Report**

- NWEA testing has started. The deadline to finish is September 30th. It has been very different administering the test to families while their child is at home virtually. There are still some students who need to test and we are trying to get in touch with them.

- The CDC/PDC will be meeting again to flush out the specific logistics for what hybrid instruction looks like with the understanding that we are planning with our Blended Learning Model in mind. Using the Blended Learning Model whether the students were face to face or virtual would allow us to use our tools and resources to teach the students and be able to move back and forth between the two seamlessly. As we have previously shared, students will be broken into 2 cohorts - Cohort A and Cohort B. When Cohort A is in front of the teacher on Mondays/Tuesdays and Cohort B is at home online, Cohort B students will be receiving the instruction that the teacher is giving to those face to face and vice versa for Cohort B on Thursdays/Fridays. With students coming to the school building, they will be able to get more face to face support from their teachers than if they were virtual.
  - M,T (cohort A) and Th, F (cohort B) would be the days students are in the building; Wednesday is deep cleaning between groups and time for students to engage in asynchronous learning, collaboration, assessments, office hours, etc...while teachers engage in student/parent check ins, office hours, collaboration, planning, PLC meetings, professional learning, other meetings
- Professional learning will be made available to support the needs of the staff as we continue with the Blended Learning Model
- The hue cameras are being installed this week. These cameras can be both webcams as well as document cameras. Videos on how to use these will be shared with staff.
- Vicki Coury and the administrative team are working hard on the cohort scheduling to make it work with siblings and SE support services for students; this should be available by the end of the week so the next steps in communication can occur
- Planning for the community forum has begun; a date will be forthcoming
- Meetings have been held with me and the Virtual Academy administrator and staff to work out curriculum concerns and resources for our VA staff and students
- With the help of Adam and the elementary administrators, we have figured out a possible solution to our substitute concerns at the elementary level; a document was shared CDC/PDC members and has also gone out to the elementary staff with plans on working on a plan on Wednesday
- Meetings have been held with the WISD and will be held with the Equity for Justice Steering Committee to continue to plan this work in our district-Admin book study, district wide session with Dr. Sealy-Ruiz, building level work

#### Grants

- Our 20-21 Title I, II, IV grants have been approved
- Still waiting on word about our Title III Immigrant and EL grants as well as Section 41
- For our At-Risk Section 31a grant, 31a identified students must be in Powerschool by Count Day (October 7, 2020) for funding purposes; building teams are working on gathering the data and inputting it in Powerschool
- Attended the Virtual Special Populations Conference the past couple of weeks as well as some admins and teaching staff
  - Need to focus on MTSS alignment with 31a and how MICIP/DIT fits into this puzzle in terms of committees

#### 6.3 Finance Report

- 6.3.1 August 2020 Food Service Report  
Report was included in Board packets.
- 6.3.2 August 2020 Enrollment Report  
Report was included in Board packets.

#### 7.0 PUBLIC COMMENT

(Public comments are submitted through the website and copies directly into the meeting minutes)

- Charles Evans, Parent of 2 children at Bishop elementary. "I am eager to have the children return to in person classes. The teachers are doing an amazing job and trying their best to make online work but, for young children who need the basics of how to read, how to hold a pencil, online instruction is not sufficient. Neighboring districts are returning to in-person learning and I request LCS do the same. Furthermore, I am disappointed with the level of communication from the LCS school district. The LCS website and school communications lack information about the return to in person schedule. This vague communication keeps all the parents guessing and it is very difficult for households to plan. Please make a clear plan and communicate it."

- Justin Sondergaard, Parent, what is the exposure plan? If there is an exposure or positive child in a class. I have heard that you are “working on it”. Should not that plan be figured out before giving us parents a back to school date. Sucks need to be in a row before starting this process. I have been told there are ventilation issues in several of the LCS buildings. This virus is spread by coughing, sneezing etc. I think properly working ventilation systems need to be a priority. And we need proof of them working not just someone’s word.  
Will any of the schools be voter stations this year? Are you going to dismiss school that day? Thousands of random people entering the doors of the school. Mask or not. Touching things. How will You sanitize everything after? What will the policy be for changing classes in all schools? High school, middle school specially. They I’ll be touching desks etc after 20 Other kids. I’ve been told only 20% of the teachers are comfortable coming back currently. So, 80% are more likely to take leave, call in, quit. Etc. leaving our kids with subs doing more busy work than normal. And even less work then virtual. How do you throw out the opinion of 80% of your staff? Personal protective equipment. Will the kids be made to wear them at all times? Will the elementary kids be watched not switch masks. Touching. Etc. kids in the younger grades get sick anyway. But put a pandemic on the table and we are supposed to feel Safe? Teachers did not have enough wipes, sanitizer, tissues, etc. the last few years. They will need to wipe tables chairs everything in the room several times a day. So, when the supply runs out in 2-3 weeks. Do we just throw caution to the wind and not care anymore? Will kids be Temp’d every day before entering the building? Teachers too? Parents send kids to school sick normally. What’s the difference in them doing it now with covid. I have heard that there’s word that the virus that went thru our district last spring could have been related. The reaction to that was very delayed. Can we expect that in regard to this? Will we even know if something happens? Are we going to be kept in the loop when it comes to positive cases? Testing. Etc. These are OUR kids. If a district is putting them in danger because some people need a babysitter. Are we at least going to be kept in the loop how many times they get exposed to the virus. Lunches. How will this work across all grades. Will lunch staff be tested daily. Temps. Etc. will kids stay in one room. What about hot lunch kids? Bathrooms. Will they be sanitized multiple times a day? This is a skin to skin virus as well. Are we exposing the kids every time they use the bathroom? With my 14-year-old need to wipe a seat with wipes before going to the bathroom. Hybrid model vs Virtual... Is there rationale to explain Hybrid and then why is that better than Virtual? We (parents, kids, teachers) just got into the groove... how is coming in just two days a week better? How is that going to help the KIDS!!! Is not that what we are worried about. The kids the players, coaches, and fans during sports cannot abide by mask rules. Set out by the state. How are you going to enforce it in school? Why don’t you send out a survey to the families to see where we stand? I mean they are OUR kids. What happens when the second wave hits and you can’t find wipes sanitizer and cleaning materials? Do we just not do it anymore. Potentially killing a child in the process. I feel like this is knee jerk decisions. Not thought out. Not planned. No info is being relayed to parents. These are OUR KIDS!!!! Washtenaw county had 231 cases last week. Most in the 48197 zip. That number is on the upward trend. Why poke the bear and go back now?
- Sherry Smith, Para at middle school, with chance being made to the calendar today. Would it be possible to look at Nov. 3rd election day being off? With the new normal we will be at the polls longer and this is a way to make sure staff all have a chance to vote. Just a thought
- Shaheen Eisenstein, Parent, 1. Flu Season...how do we know the difference? What are the protocols that will be in place when someone has symptoms, for themselves and those who were on contact with them? 2. Are teachers and paras going to have virtual and face to face simultaneously? 3. We will be on laptops face to face. What happens when the batteries run down in 6th hour? How will we safely have charging stations and how much time are we spending disinfecting before and after charging?
- Michael Weathers, President Lincoln Education Association and teacher Lincoln High School, On behalf of the Lincoln Education Association, I have heard concerns from many of the teaching staff about having to report or to teach in person during a global pandemic. I think we can all agree that there are currently no good solutions, just what is least horrible. A majority of our teaching staff at Lincoln have been working much longer hours than they are accustomed to and have had to very quickly learn new technology to continue high quality education to our students. It has been very difficult, and we have risen to the challenge. We teach because we love working with our students here at Lincoln and our families are already making major sacrifices so we can meet our job responsibilities. We love our kids at school and cannot wait until the day that we can safely interact with them in person again. We are gravely concerned, however, about asking our families to make any further sacrifices, especially with health. I am hearing four

main concerns from our teaching staff that need to be addressed and it seems like most concerns fall under one of these four categories:

1. How safe/risky are conditions to teach/report in person including potential impact on family members?
2. How safe will the district enact and enforce protocols to ensure our safety if we are expected to teach/report in person?
3. How do those of us who are parents simultaneously meet our work obligations and our parenting responsibilities?
4. Recognizing that many of us are working harder and putting in longer hours, what will hybrid look like because we cannot physically work harder?

Our staff has many legitimate concerns that fall in these four categories and we want to continue working together for good solutions. Please hear us and listen to us as our concerns are both legitimate and urgent. We have such a bright future as a district, but need to get through the present situation with a firm footing to move forward together.

- Erica, Muirfield, parent, OK sounds like that Justin needs to keep his kids at home and stop wasting everyone's time. My comment is: Clinton schools seem to have a great system going, perhaps we can model their approach. All kids remain in one classroom. Specials teachers go to those classrooms rather than kids moving from room to room. Lunch is in kids homerooms as well. Thank you all for your efforts.

## **8.0 BOARD REPORTS/CORRESPONDENCE**

- 8.1 Board Executive Committee Report  
Next scheduled Executive Committee meeting will be held in the Pittman Room on October 19, 2020 at 5:30 pm.
- 8.2 Board Performance Committee Report  
Next scheduled Performance Committee meeting will be held in the Pittman Room on October 26, 2020 at 4:30 pm.
- 8.3 Board Planning Committee Report  
Planning Committee will meet next on October 12, 2020 at 4:00 pm in the Pittman Room.
- 8.4 Board Finance Committee Report  
Board Finance Committee is scheduled to meet on October 5, 2020 (rescheduled to October 19, 2020) in the Pittman Room.
- 8.5 Reports and Correspondence  
No reports.

## **9.0 NEW BUSINESS**

- 9.1 Middle Cities Risk Management Trust Trustee  
Bylaws of the Trust require the appointment of a designated Trustee and an alternate Trustee as the district's representative(s) to the Trust's Board of Trustees. Robert Jansen is appointed as the district's designated and Risk Manager and Trustee representative to the Middle Cities Risk Management Trust's Board of Trustees and is authorized to cast the district's vote on all matters which come before the Board. He/ She shall serve as Trustee until replaced by this Board in its absolute discretion. This was presented for information only; Board action will be requested at a subsequent meeting.

## **10.0 OLD BUSINESS**

- 10.1 Minutes of Previous Meeting
  - 10.1.1 Regular Meeting September 14, 2020  
Enclosed are the minutes of the September 14, 2020, Regular Meeting.

It was moved by LaBombarbe and seconded by Rollins that we approve the minutes of the September 14, 2020, Regular Meeting as presented.

Ayes: 7  
Nays: 0  
Motion carried 7-0

10.2 EduStaff Sub Staffing

Given substantial changes related to COVID19, the Human Resources Office has determined our traditional method of providing substitute teachers is unworkable for the 2020-2021 school year. Enclosed in the Board Packet is a short memorandum summarizing the rationale for implementing a "building substitute" model which would allocate the existing EduStaff budget to a different model of providing substitute teachers. Board action was requested.

It was moved by LaBombarbe and seconded by Czachorski that we approve the Edustaff Sub Staffing as presented.

Ayes: 7  
Nays: 0  
Motion carried 7-0

10.3 InformedK12 Contract

The Human Resources Office and Business Office have collaborated to implement new systems using a software system called InformedK12. Enclosed in the Board Packet is a short memorandum summarizing the proposal to shift from the "pilot" model to the unlimited form model. Since this spring, we have moved our onboarding, status change, and leave of absence request process entirely online, and plan to use InformedK12 to improve both staff-facing and community-facing experience as we shift to the unlimited form model. Board action was requested.

It was moved by LaBombarbe and seconded by Rollins that we approve the InformedK12 Contract as presented.

Ayes: 7  
Nays: 0  
Motion carried 7-0

10.4 CIPA Compliance Statement

We are required to confirm the district's compliance with CIPA (Children Internet Protection Act) at a public meeting on an annual basis. Supporting documentation is enclosed in your packets. Board action was requested.

It was moved by LaBombarbe and seconded by Czachorski that Lincoln Consolidated Schools reconfirms our CIPA (Children Internet Protection Act) compliance on September 28, 2020 as presented. Our district has been CIPA compliant since 2001 and enforces an acceptable use policy/Internet safety policy (including Internet content filtering).

Ayes: 7  
Nays: 0  
Motion carried 7-0

10.5 2020-2021 Master Calendar Update

Proposed Changes:

- Move ERPD (Early Release Professional Development) to Wednesdays for the remainder of the year
- Move April 7 ERPD (Early Release Professional Development) to October 7 for additional training prior to in person return.
- Move October 21-23 Conference dates to November 16-18.
- Move March 18 Conference date to March 17 in case hybrid schedule is in effect at that time.

\* The updated copy of the Master Calendar will be provided on Monday via email.

It was moved by LaBombarbe and seconded by Newlon that we approve the changes to the 2020-2021 Master Calendar as presented by the LEA and the Superintendent.

Ayes: 7  
Nays: 0  
Motion carried 7-0

- 10.6 August 2020 Finance Report  
Enclosed are the August 2020, Financial Reports. The Superintendent recommends approval as presented.

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

Ayes: 7  
Nays: 0  
Motion carried 7-0

- 10.7 August 2020 Check Register  
Enclosed is the August 1-31, 2020, check register in the amount of \$1,645,733.89. The Superintendent recommends approval as presented.

It was moved by LaBombarbe and seconded by Rollins that we approve the August 1-31, 2020, check register in the amount of \$1,645,733.89 as presented.

Ayes: 7  
Nays: 0  
Motion carried 7-0

- 10.8 August 2020 Trust and Agency  
Enclosed is the August 2020, Trust & Agency Report. The Superintendent recommends approval as presented.

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

Ayes: 7  
Nays: 0  
Motion carried 7-0

- 10.9 Personnel Transactions

<b><u>ACTION ITEMS</u></b>				
<b>Name</b>	<b>Position/Building</b>	<b>Effective Date</b>	<b>Status</b>	<b>Major/Step</b>
Linda Westphal	Assistant Building Secretary/LHS	9/21/2020	New Hire	Step 1
Tiana Haygood	Paraprofessional/Model Elementary	8/24/2020	Transfer	
Rachel Gowman	Teacher/Bishop Elementary	9/3/2020	Resignation	

It was moved by LaBombarbe and seconded by Newlon that we approve the September 28, 2020, Personnel Transactions Summary as presented.

Ayes: 7  
Nays: 0  
Motion carried 7-0

**11.0 ADJOURNMENT**

It was moved by LaBombarbe and seconded by Czachorski that we adjourn the meeting at 6:45 p.m.

Ayes: 7  
Nays: 0  
Motion carried 7-0