

LINCOLN CONSOLIDATED SCHOOLS
Ypsilanti, Michigan
BOARD OF EDUCATION / REGULAR MEETING
~~October 26, 2020~~(technical difficulty)
October 27, 2020-rescheduled
6:00 p.m.
Virtual (COVID-10) Meeting-Zoom

OFFICIAL MINUTES

BOARD MEMBERS PRESENT

Yoline Williams, President (left meeting at 8:02 pm)
Jennifer Czachorski, Vice President
Jennifer LaBombarbe, Secretary
Connie Newlon, Trustee (remote from home-Ypsilanti, MI)
Allie Sparks, Trustee

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

Vice President Czachorski called the meeting to order at 6:13 p.m. in a virtual meeting in Google Meets due to COVID-19. Meeting started late due to technical difficulty with Zoom.

2.0 ROLL CALL

Roll call showed all Board Members were present with the exception of Laura VanZomeran and Rollins.

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 Sparks that we accept the agenda as presented.

Ayes: 5

Nays: 0

Motion carried 5-0

6.0 PRESENTATIONS

6.1 Employee of the Month

There were three employees chosen for the October Employee of the Month. Paula Robinette, Bekah Ward and Clark Rodeffer all received honors. Nomination letters are included in the Board packet.

6.2 Extended Continuity of Learning Plan (ECOL) Update

Presented by Karensa Smith

As part of the Extended Continuity of Learning Plan's assurances, every month, the district must reconfirm how instruction will be delivered during the 20-21 school year. For Lincoln, our delivery plan is two-fold. We have the Virtual Academy for our families of students who want to remain in a remote setting for the entire 20-21 school year. We also have the blended learning model. This model was developed and

implemented so that it would seamlessly allow us to move between remote and face to face when needed. At this time, our elementary schools are implementing the blended learning model in a hybrid scenario with cohort A and cohort B in person two days a week while our secondary schools are implementing the blended learning model in a remote setting with plans to return next week in the hybrid scenario.

Another curricular assurance in the ECOL includes administering and progress monitoring a benchmark assessment in grades K-8. We administered the NWEA and this year it was administered remotely. Our fall data is showing an increase in our Kdg and 1st scores from years past, however, our 2nd -8th grade scores are in alignment with what we have seen in the past. Data meetings will be held, and we will monitor our progress in the winter and again in the spring.

Another curricular assurance is exposing all of our students to the grade level or course academic standards. As a district, we are continuing the identification of power standards and this week for our early release day, we started the process of deconstructing the power standards to make sure we are all clear about what the standard is asking our students to know, learn, and be able to do.

Another assurance that relates to curriculum is providing students with equitable access to technology. Nik Jackson and the technology department (as well as the transportation dept.) have been working tirelessly to get devices to students, swap out devices that no longer work, and are continuing to work hard on getting internet access to those in need.

6.3 2019-2020 Draft Audit Review

Presented by Adam Snapp

Highlights for draft audit report.

- MD&A - added language for Covid-19
- Statement of Revenues, Expenditures and Changes in Fund Balances
- Notes to financial statements:
 - Capital assets
 - Debt
 - Covid-19 note
- Schedule of Revenues, Expenditures, and Changes in Fund Balance - General Fund
 - Reflects the \$175 supplemental adjustment that was withheld
 - Revenue came in about expected (aside from supplemental adjustment)
 - Expenditures came pretty close to budget (less than 1% variance)
 - Only one line item went over budget, maintenance, which is not unexpected for what was happening at the time.
- Single Audit
 - Title I grant was audited
 - b. No CARES/Covid funding included in year ending June 30, 2020

7.0 SUPERINTENDENT AND STAFF REPORTS/CORRESPONDENCE

7.1 Superintendent's Report

- Thanked Model and Elementary staff for all their hard work and dedication preparing and welcoming students back on campus.
- Thanked Transportation Department for countless hours preparing bus routes for students return to school.
- We are in constant contact with the health department daily and are closely monitoring COVID-19 numbers.

7.2 Human Resources Report

- Mr. Snapp and Adam Blaylock are looking into hazard pay for our staff. Guidance was just recently released, and more information will be distributed to staff soon.
- Open Enrollment begins November 1, 2020.

7.3 Public Relations & Communications Report

- MLive Sponsored Articles with impression advertisements
 - Meeting or exceeding national analytic measures

- Cumulus Radio: W4 country/107.1
- Added Cumulus Digital Ads Branding on Facebook; based on searches, purchases
- Second year of Total Traffic and Weather Network
- Transitioned our in-person events and attempted virtual events; Reading in the Park on Youtube. Will hopefully be able to move back to in-person next summer.
- Updated Website template; more user friendly on mobile devices
- New banners on Railsplitter drive/10 extra in parking lots.
- Adding Mlive sponsored article/ads for LAB in November
- We will need to re-imagine the Kindergarten Roundup/Revisit Timeline

7.4 Finance Report

7.4.1 September 2020 Food Service Report
Board report was provided in packet

7.4.2 September 2020 Enrollment Report
Board report was provided in packet

8.0 PUBLIC COMMENT

- Mike Weathers, Lincoln High School teacher and President Lincoln Education Association, Good evening Board of Education. I am deeply saddened that our current health situation in the world is one that we have to decide whether it is safe enough for students to be educated in a physical school building at the moment, which all of us were fortunate enough to take for granted until a few months ago. Our teaching staff overwhelmingly believes that education can best be done in person and we look forward to the day when we can return to our previous in school routines. Unfortunately, that is not our current situation and we are becoming increasingly terrified about what we are hearing about a large recent increase in positive COVID-19 cases in the world, in our country, in our state, and in our county. Medical experts have been stating for months that they expected a second wave, which they predicted could be more dangerous and widespread than our previous peaks. I do not envy any of you and I know that all of you care deeply about our district and all of its stakeholders and are getting pulled in many different directions right now. There are no good answers, only what is least awful. Although I have had serious concerns for several weeks regarding the level of safety upon returning to school in a hybrid model based on the increasing number of positive cases, I have chosen to publicly remain relatively silent with a goal of keeping a cohesive united front as a district. My consistent line has been that "We must get out before there is a problem, not because a problem has already occurred". After seeing horrifying recent data at the end of last week, I no longer believe that we can avoid a serious problem unless we change our current plan immediately and I cannot continue to represent the Lincoln Education Association in good faith if I do not strongly advocate for their health and safety in this crisis. I truly and sincerely know that all of you deeply care about all members of the Lincoln family, but it is simply no longer safe for us to provide instruction in person at the present time despite the best efforts of the district. I am furious that some Michigan residents have taken measures to tie the hands of our governor and to prevent her from protecting all Michigan residents right now. Currently we are listed in Stage 4 of the MI Safe Start Plan, which is called "improving" and allows for the possibility of hybrid instruction. Stage 3 is called "flattening", which requires virtual instruction only. The sad reality is that our cases in Michigan are currently neither improving nor flattening but are experiencing persistent spread which is stage 2. Since our governor is not at the moment politically able to enforce requirements to ensure our safety in a global pandemic, I need to strongly advocate on behalf of the Lincoln Education Association to remain/return to virtual instruction until our health conditions are far safer. All of us really look forward to being able to return to safe in person instruction and we have stepped up above and beyond what could have been expected to provide an exemplary education for our students under terrible circumstances. In a few short months we have had to learn many new skills and most of us are working longer hours at the expense of our own families to make sure that our students receive as good of an education as possible if education must be delivered online. We ask to continue to make these sacrifices to avoid potentially greater sacrifices that cannot be taken back. I respectfully ask of the Board of Education to make the decision at Lincoln that should be made as a state to remain/return to virtual instruction until conditions are much safer than currently.
- Anna Waller, Teacher, While the pandemic is exhausting, we should not let it exhaust our capacity for innovation. While the current approach has its shortcomings, we are just getting to the point of identifying and attacking each of those issues. There is no panacea of approach that miraculously fixes this situation but going to a hybrid system only further confuses and abdicates the gains we have made. Enhancing our

delivery of virtual learning, while creating a safe place for those who need it, can be tackled independently and not thrust into another chaotic system. With cases of COVID-19 only increasing, the hybrid system seems to be the least logical next step. The problems of safety, education, and health have recognizable, evidence-based solutions that should be independently deployed and innovated upon by the many passionate staff members and administrators who always have the best interests of our students in mind. Let us innovate together around those issues to become a leader in the education community.

- Robert Johnson, FHS Faculty, To the Members of the Board of Lincoln Consolidated Schools, Superintendent Jansen and those present both. I hope this letter finds you all in good health. Today I write to you as a member of the Faculty of Lincoln High School and as a member of both the School Improvement Committee and the District Improvement Team. It is truly my honor to serve you, our students and the community. I am writing to you is that during this past month, it was discovered that more than one-third of Washtenaw County's 3,412 COVID-19 cases were from two ZIP codes — 48197 and 48198. Notably, Lincoln Consolidated Schools is within the 48197 zip code, and most of the students reside therein. Furthermore, nearly 70% of African Americans residing within the County of Washtenaw reside in these two ZIP codes, compared to 23% of whites, 13% of Asians and 37% of Hispanics. Given the above data, it is unconscionable that we place our students and families at further risk than they have already endured with the schools closed ... to open the schools in the highest risk area of the county, along with the common knowledge of the devastating impact Covid-19 has and is having upon minorities poses and even further unimaginable risk. Therefore, in terms of equity and fairness and for the safety and security of all I respectfully ask that you reconsider and reverse the current plan to return to in-school instruction. Thank You, Mr. Robert F. Johnson, M.S. Ed, JD
- Shona Terpay, Employee, I am proud Lincoln Consolidated Elementary Teacher who has recently gone back to school for Hybrid Instruction. Everyday I come to school I think, "Will I be exposed today?" I also think to myself, "If not today, WHEN will I be exposed?" and "Whom will expose inadvertently?" NO LIFE IS WORTH THE RISK. Please do not put us at risk. The virus numbers are climbing again, the risk is real. Please go back to virtual instruction. I am a mom, daughter, wife, sister, and I teach for a living. I do not want to unknowingly take the virus home to my family. I also fear I will be the person to unwittingly spread the virus from our Monday/Tuesday students to our Thursday/Friday students. We all want to feel and be safe. I do not feel safe being in person at this time. The only way to help keep us stay safe is to do virtual instruction. No life is worth the risk, please do what is best for us all!
- Charlotte Allum, Childs Paraprofessional, "At a past BOE meeting, I made public comments regarding the ""deep cleaning"" the schools are getting. Mr. Jansen did speak to me the following Wednesday. But there are several of us still having great concerns about the cleaning of the schools. Moving student desks to accommodate social distancing, we found mittens, trash, wrappers, stains, and what was left of a banana from March. I could keep listing things we come across, but I will stop with that and instead ask that Administration, if possible, review the contract with Enviro Clean and look at specifics they said they were going to do to get the buildings ready. We are paying for services we are not getting. I do see them go through Childs spraying disinfectant, but that is not ""deep cleaning"" and it leaves a film on everything. This issue is very much on staff's minds as we navigate the day. Thank you. "
- Michael Lange, parent, What precautionary measures have been taken for students and staff entering the school buildings and are there temperature scanners and entrance doors. Temperature checks at home are not a reliable precautionary measure. Has the School even looked into this procedure prior to today's date
- Teresa Jackson, Teacher, LHS "To whom it may concern: We write to you as some of the teachers of our children in Lincoln Consolidated Schools. We are desperately asking for help in this critical time. Over the last few weeks, we have asked many questions about the next phase of our Return to School plan. District leaders have listened, provided some support in different ways, and provided as many answers as possible. Unfortunately, numerous concerns remain, concerns for our own health, the health of our families, the health of our students, and the quality of education of our Railsplitters. Let's look at who really needs to be in school. Who needs access to the internet? Who needs shelter and food? Who needs more supervision and accountability? Let's bring those students back in a safe and intentional way. Let's make sure we have enough of our team here to properly sanitize and provide coverage for absent teachers. We know that our current situation demands innovation and critical thinking; there are not easy answers

Education has been defunded for years. Throughout these years we have devoted more and more of our energy, both during and outside of school, to make sure we are doing right by our students. Pre-Pandemic, our classrooms were not regularly cleaned. Our bathrooms were often lacking toilet paper and soap. Teachers were substitute teaching during our planning hours one to four times each week. Beginning October 5, LCS staff have been required to work from school. Since then, it has become clear that we still do not have enough custodians. Our rooms are not swept even once a week. The bathrooms are still not regularly stocked with soap and toilet paper. Our custodians are working very hard. But, just like before the pandemic, our team is too small. As students return to school, we are met with an impossible task given the current constraints. We are required to thoroughly clean the surfaces in our classrooms several times a day. We will need to track our students' every move, keep them responsibly distanced, masked, and as safe as possible. Meanwhile, we will teach students virtually and in person at the same time. We will be spending more of our planning periods substitute teaching. We will try to do all of these things because that is who we are. We will do our best to be everything we need to be for our students. At the same time, however, we also need to take precautions to keep our own families at home safe. In a recent LEA survey, half of teachers reported that they live with someone who is especially vulnerable to being severely affected by COVID. Our mental health has been suffering as many of us struggle to meet our own needs and the needs of our own families, all while we attempt to shelter our students from the effects of a negligent budget and now the effects of this pandemic. The anticipated answer to all of the challenges is that the educators will continue to overcome them even with insufficient support, training, and time. We don't have enough custodians? The reality is that teachers and students are going to be expected to clean and sanitize our own classrooms thoroughly enough to protect the students that will follow them. We will need to reach out and build relationships in new ways with the students so that we can make sure they have the resources they need during this time. Counselors with caseloads that are much larger than recommended by all of the professional organizations and research will do their best to fill gaps and support students. Administrators who are also working too many hours will try to support teachers and students in any way possible. No subs today? The teachers can sub during their prep. And all of the things that we were going to do during our prep will get addressed some other time. Hybrid teaching PD? We received one hour of flipped classroom PD and two hours to teach ourselves how to do it in course teams. This answer is not pragmatic and we fear it will be acutely ineffective. Our students deserve better. We need a plan that will ensure that teachers are able to prioritize safety, quality instruction, AND relationships. We are experiencing collective trauma and much of our community has been disproportionately affected by the pandemic. Our students deserve to learn in the same clean space that one would expect in any other business. Our students deserve teachers who have the time to provide timely and relevant feedback. Our students deserve creative and relevant lessons. Our students deserve safety. It is essential that we have a system that will allow ALL of our students, especially our most vulnerable, to receive the consideration and attention necessary to learn and thrive. We appreciate your consideration of our concerns.

Teresa Jackson
Pamela Robbins
Zachary Malott
Kurt Kohlmann
Savannah Smith
Gretchen Contreras
Patricia Barthwell
Marilyn Andrews
Mike Althoen
Briana Murphy
Dawn M. Hughes
Anne M. Rowell
Leslie Schwegler
Desiree' Seng
Andrea Adams
Raquel Dicks
Jennifer Pocock
Sarah Catalfo
Amber Marshall
Jennifer Kennedy
Chrysann Winnie-McGregor

Jessica Smith
Ellen Codere
Gabe Crowner
Jamie Gallup
Mike Weathers
Steven Sharp
Rory Peterson
Candace Waller
Toni Micik
Julia Bryant
Matt Van Ham
Lisa Brower
Nathan Soos
Jaclynn Behrendt
Cindi Adcock
Jane Boterenbrood
Rebecca Nowak
Lara Toth
Meg Jalilevand
James Mercier
John Porter
Christina Czaja
Jennifer Baldwin
Courtney Simko
Jason Elstone
Dustin Maher
Francisco Olivares
Ryan Speese
Vinti Pathak
Martha Vendittelli"

- Ryan Speese, Employee, How did the Board of Education rationalize/agree the decision to rapidly increase a push for a return to some form of in-person schooling when COVID-19 has continued to show an increase in districts/ areas located directly on the borders of Washtenaw County, as well as at one of the largest universities in the country located within the county?
- Ellen L. Codere, Lincoln School Social Worker "Dear Lincoln Board of Education, Unfortunately I am unable to attend virtually this evening, so instead I am submitting my public comments for this very important discussion about the ongoing return to in person instruction. I feel an ethical and moral responsibility to share my concerns with you as from a mental health perspective. This is a terrible time for so many of us, truly. We are in the middle of the worst public health crisis in modern history. Our students, families and staff continue to bear the weight and the trauma from this horrible virus. Only last Friday, in speaking to another mental health provider associated with Lincoln Consolidated schools I learned of another of my students whose family lost 3 family members from this virus. As we discussed the district's plans for in person instruction, we both lamented that the district does not seem to be giving enough attention to the impact of trauma on our students, families and staff from this horrible virus. We shared our collective concerns that in person instruction poses more risks than just the transmission of the virus. It poses the potential to retraumatize already vulnerable students who are so eager to return. I understand the instinct to want to bring our students back to campus both for their instructional needs as well as their social emotional needs. Under normal circumstances, school is the very best place for students. School is a reliable, safe, structured environment filled with caring and available adults. For students impacted by trauma, a connection to school is a protective factor. Schools give students a predictable environment. So on one level, it seems the obvious antidote to these difficult times would be to bring students back as soon as possible. Some may believe that some school is better than no school. I caution against this, because as they say, "The Devil is in the details." School under these current circumstances is not normal, so it can't serve the same protective factor that it has in the past. In person instruction during the time of COVID is not reliable, predictable or even safe. School one day for a student is not guaranteed the next day. Students will face unprecedented changes and uncertainty about what each day will bring. As soon as

students come into the building the risk of being sent home to quarantine or needing to again pivot instruction platforms rises exponentially. Even when there are only a few cases, there can be a significant disruption to the daily functioning of school business. All you have to do to know this is true is to listen to reputable news sources and check the state website to see how cases within schools are rising rapidly. Consider this, last week I heard from a reputable news source about two startling reports where 2 cases caused 100 hundred quarantines and in another district 16 cases caused 400 students and staff to have to quarantine. At a state level there are numerous examples of school districts pushing back plans for in person instruction and or pivoting back and forth from in person to remote. Given the current rate of transmission of COVID 19, both locally and nationally there is no way to avoid these fluctuations if schools insist on in person instruction. Best practices in trauma informed education suggests that these types of swings can have an oversized negative impact on our most vulnerable students because they increase the number of transitions students have to endure and the amount uncertainty/anxiety that gets introduced into the system as a whole. We get that right? Change triggers anxiety in all of us, but for persons or children already traumatized from this pandemic they will feel its impact much more strongly once they return and have to go home.. What makes me most sad, is that instead of focusing on how to make remote education work better for all, teachers and administrators are busy with preparations to return to in person instruction. Remote learning, while imperfect and challenging as it may be, offers our district an opportunity to keep our students in a stable and more secure learning environment with the least chance for disruption of instruction. Having a predictable delivery of service is in itself valuable because it lends itself to being reliable, safe and secure. This is why many districts are moving into back into this direction. They understand the variability is not helpful to students or families or our delivery of excellent instruction. Our families have been through so much already and we are not through the worst of it. If we knowingly bring our students back into a system that will operate in peril because of its own vulnerability to COVID, we become part of the problem and not the solution. Our staff and administrators are true heroes the way they have stepped up to any challenge that has been given to them. But no one in this meeting tonight can plan enough to protect them, our students or our families from COVID when you engage them in person. The system will be impacted and will have to adjust. Each adjustment is another set back, another change and another uncertainty. I strongly ask that you reconsider this current plan and look through a different frame, one that looks to deliver educational instruction in the way that is least susceptible to changes caused by COVID. Hopefully as numbers drop and treatment options increase, we can once again look to bringing our students back with confidence, but that time is most certainly not now, please recognize this and do the right thing for all involved. I truly appreciate the difficult decisions our administrators and the Board must make. I wish you all the best and continued good health. Sincerely, Ellen L. Codere, LMSW, SSW

- Shaheen Eisenstein, parent, staff "The first question is my own, the others were asked to me and I am deferring to you. How is it safe to bring the kids back when the COVID numbers are on the rise and flu season is upon us?The plan that was distributed looks great on paper but how are things such as keeping kids 6ft. apart or making sure their masks are on, to be implemented.How are special ed teachers and paras in high needs rooms being kept safe as the students they are caring for may not understand the current rules? How has this been working for the elementary schools. What have been the pros and cons that they have seen? How accurate are the ""case"" numbers online? How quickly are they entered and updated? As always thank you for your time and attention to the concerns of parents, staff and community members.
- Derek Gonzales, Teacher, Lincoln High School "Going into statistical or emotional detail about the increasing spread of the Covid 19 virus would be redundant. The numbers, the charts, the graphs, and the countless personal stories from people that have lost loved ones...these all speak for themselves. I would like to speak for myself and my professional colleagues that harbor similar feelings of concern, fear, and frustration. Teachers work hard...often very hard. Teachers accommodate. Teachers adapt. Teachers sacrifice. Teachers do whatever is necessary. But...teachers are human beings. Teachers have ailments. Teachers have feelings. Teachers have worries. Teachers have fears. And teachers have limits. And even if all those things are kept in check by their supernatural powers of accommodation and compliance...Teachers have families that they put before themselves. In the wake of irrefutable evidence that the spread of the virus is getting worse, not better, teachers have been left with two options: Report to work, in person, regardless of the increased risk of infection. Or Give up their livelihood and means of supporting their families. This is not an acceptable ultimatum to give to any human being. Thus, it is not an acceptable ultimatum to be given to a teacher. Unfortunately, the idea of whether the world is safe or not has become a political one, rather than a medical one. So, I will instead address the issue of our chosen

educational model. In my professional opinion, the best method of instruction is face-to-face, every day. Unfortunately, that is not realistic right now. Virtual teaching and learning has been very challenging for everyone, and it is not as effective as our normal methods. Nonetheless, moving to a Hybrid model...where teachers will see students once per week...is NOT a compromise that falls somewhere in between. Teaching and learning in this Hybrid model is convoluted, unsustainable, and is decidedly WORSE than In-person learning or Virtual learning. Teaching in this Hybrid model will be less effective for students, and it will be exponentially more difficult for teachers. It should not be viewed as a viable educational model, unto itself. Teachers and students will need time to acclimate to new safety measures. Thus, using Hybrid as a short-term TRANSITION model, for a week or so...once it is safe to return to school...makes sense. However, moving from Remote Learning to Hybrid Learning would be a big step in the wrong direction. I ask the Lincoln Board of Education to take a stand for safety. I implore the board to divert from the current path, and instead remain in a Remote Learning environment until the end of the Semester, and then reevaluate in January. I also implore the Board to allow teachers to work from home as they teach virtually. If staff members require resources in their building, they can certainly go there to work. However, by requiring all staff to work from the school buildings, when they are working virtually anyway, is simply an unnecessary risk and an unnecessary stress. Speaking for myself, I am decidedly BETTER at Virtual teaching when I am working from home. I feel safer. I am less worried about my own children. And I can work without the burden of fear that I shoulder under our current circumstances. Being forced to work from my classroom only brings added stress...it adds nothing to my instruction or my students. Lincoln is not just a place. It is the people of the community, and it is the people that serve the community. Please do whatever you can to keep those people safe. Not ""safe enough."" SAFE. Respectfully, Derek Gonzales
Lincoln High School Teacher 1998 - 2020"

- Jennifer Pocock, Teacher, There needs to be some type of credential or standard for when it is safe to return to school. I have full faith that the district is in communication with the local health department and is following the reported numbers, however what is the standard for when it is safe to return? What is the value of student, staff, and family safety? This needs to be decided, published, and held to. Otherwise the return is based on arbitrary choices.
- Barb Clock, community member/staff member/former parent, I am very concerned that we are having face to face classes with the numbers rising so significantly. This puts ALL OF US at risk - students/staff/families/community. Please consider if this is worth the risk. I understand that online is frustrating for many - but the risks are great!
- Richard Roe, Live in, Work in, and kids attend Lincoln. I support this community, the LEA, and Lincoln in returning to/remaining in Virtual Instruction. I support developing concrete covid data driven benchmarks for a return to any in-person instruction.
- Gretchen Contreras, LCS teacher, At this point, the trend of new COVID cases for Washtenaw County is INCREASING. It is ridiculous to have students in buildings and to go ahead with plans to bring more students into the buildings next week when there is an increase of new cases in our community. I demand a clear, transparent, detailed plan for the return to hybrid in-person classes which includes a pre-requisite of a DECREASING trend of new COVID cases in our community.
- Martha Vendittelli, employee "Why are we pushing a return to in-person hybrid teaching when the Covid numbers for Washtenaw county have skyrocketed? How are teachers expected to have quality lessons for students when they need to teach on-line and in-person at the same time, especially without ample planning time? How does the cleanliness of our buildings during a pandemic continue to be an issue DAILY?"
- Jim Grissom, I am a teacher who lives in the district and has two children who attend Lincoln, I would like to give my support to the board and their plan for our return to school on November 2nd. I look forward to having students physically in the building again.
- Dawn M. Hughes, Teacher, I will be leaving the teaching profession in Dec. 2021, and I assure you this is not how I wanted my last full year to go. As a parent, I sincerely respect and understand the frustration that our families and students are feeling. My colleagues and I miss seeing our students in-person and long for the day when it is safe enough to do so. However, it is not safe enough to return to in-person instruction based on the latest data. With that being said, the vast majority of our middle school students

are doing great academically while we have been teaching virtually. We get to see their smiling and laughing faces as we socialize, laugh & learn together. Just like my peers, I am able to spend a significant amount of time providing one-on-one and small group support, this will change dramatically when hybrid starts, with social distancing requirements in place. Teachers and paras depend heavily on a child's facial expressions to help determine who gets it and who may need a little more help. Masking up will eliminate this invaluable tool. There will be no reassuring smiles or staying after class so that a teacher can help. A hybrid return, at this time, will inevitably lead to having to go in/out based on the numbers. Having to constantly juggle childcare between virtual and hybrid schedules would lead to even more stress for families during these unprecedented times. Most importantly, our children deserve our best and at this time, virtual is the best "normal" we can hope to offer. "

- Steven Sharp, Middle School Band Director "As educators we have two main objectives that are at the top of our priorities, keeping students safe and preparing a high quality education for our students. We are currently keep our students safe and teachers are working tirelessly to give students the best education possible virtually. Everyone is just starting to figure out what is and isn't working with virtual school and now we are being asked to shift once again. As we look at the possibility of a hybrid model, I feel we should analyze it terms of our 2 main objectives. Is a hybrid model safer than virtual schooling? That answer is inherently no. There are way more risks coming into the building for everyone involved. So we have to ask ourselves, do the benefits of a hybrid model return outweigh to potential risk factors for our community? The hybrid model, while giving students face to face teaching with each class once a week, does not have the benefits needed to warrant the risk of a return. Students will either being getting more video lessons in the flipped classroom model or a teacher who's attention is split between in person students and students online simultaneously. Families and students will have all the struggles of online learning with the added risk of potentially being exposed to a deadly virus. To me, there is zero benefit in a hybrid return, so we are bringing our students in to a more dangerous environment for an inferior educational experience. Our K-5 population has been back for just over a week and we already have a case at 2 of the 3 buildings while we wait on confirmation from the third. Secondary brings less ability to cohort students and keep the socially distant because of class switches. Are we going to be able to eliminate spread when we have cases at those schools? Numbers are increasing rapidly in our community and we are heading into a weekend where students are planning Halloween gatherings. Are we naïve enough to believe that these gatherings won't lead to further spread? We are planning our return as every district that is in person is bracing for a move to virtual and holding on until the bottom falls out. Are the numbers really better than they were at the beginning of the year? Let's make the safe and more educationally sound choice for our community. Steven Sharp"
- Chrysann McGregor, Employee, With Covid cases rising to all time highs in Michigan, why is the school board willing to risk the health of our children and employees? Is it really in the best interest for our community? If it's safe for us to go back into the classroom, then why isn't this school board meeting in person?
- Amanda Pringle, Teacher, Parent, To the members of the Lincoln Board of Education, Superintendent Bob Jansen, and Human Resources Director Adam Blaylock, and other community members and stakeholders: I think all of us are deeply saddened and concerned with the current state of affairs, as teachers, staff, parents, and those who care deeply about children and education. As others have expressed, there is cause for great concern at many levels with the unpredictability and rapid spread of Covid-19, a disease with potentially severe, long-lasting, and even fatal effects. We have followed the guidance at every turn and wherever possible, including from the Center for Disease Control (CDC) and the State of Michigan Safe Schools Roadmap. As we have watched the numbers go up steadily since late summer, this concern has only mounted. Now, as we have reached record numbers and the sharpest increase the state has seen, we are under faltering leadership and delayed guidance from the state, and local districts have most of the say in whether or not schools open or close. We know that Lincoln has sought the guidance of the Washtenaw County Health Department, and has worked closely with their recommendations, but, as a community, we know little about what data is being looked at and considered. Many of us are watching the data and wondering what metric deems it safe for us to put our lives or others' at risk, and what is the threshold for moving back to virtual instruction. Protocols have been communicated about what is to be done in the event of positive cases, but there is no information about closing schools due to positive cases. We are left wondering and in the dark, and that is not a positive place to be, when so many factors seem out of our control in a situation of the rapid spread of a pandemic. Other districts in the county (Ann Arbor Public

Schools) have developed metrics for the return to hybrid instruction, and the data is shared publicly and updated weekly on a public dashboard. While Ann Arbor is unique in that they have recently had a significant outbreak at U-M, we share much of the same potential for spread as Ann Arbor, considering that we are a closely neighboring city, and in the proximity of two major universities and a community college. We also have proximity to the metro Detroit area, which continues to have some of the largest amounts of cases in the state. We also serve lower SES and racially diverse communities, which can be more vulnerable to the transmission and effects of the disease. Among Ann Arbor's targets for a return to hybrid instruction: A downward trend in the number of daily Washtenaw County COVID-19 cases for 14-plus days An aim of seven to 20 new cases per 1 million residents, while considering 20-40 cases (seven-day average) An aim of one to five new cases per 100,000 residents, while considering 6-9 cases (seven-day average) Less than 3% COVID-19 positivity testing rate for 14-plus days Thus, we as a Lincoln community make a call for transparency in the decisions that affect our lives. We call for a team to work with the district and the WCHD to develop a system of metrics for a return to school and a return to virtual instruction. We call for clarity within our educational community, based upon a foundation that is both data-based and consistent. Thank you for your consideration.

In respect and solidarity,

Amanda Pringle, Teacher, Lincoln parent, and CDC/PDC member

Jennifer Pocock, Teacher

Zachary Malott, Teacher

Melissa Criger, Teacher

Leslie Schwegler, Teacher, Lincoln Parent

Briana Murphy, Teacher

Teresa Jackson, Teacher

Chrysann Winnie-McGregor, Speech Therapist

William Nuttall, Community member, Teacher

Ellen Codere, School Social Worker

Savannah Smith, Teacher

Desiree' Seng, Teacher

John Porter, Teacher

Matt Van Ham, Teacher

Catherine Kipp, Teacher

Cristina Heredia, Teacher

Kim Janeczek, Teacher

Kurt Kohlmann, School Social Worker

Shona Terpay-Teacher

Mike Althoen, Teacher

Dawn M. Hughes- Teacher

Annie Stephens - Teacher, Lincoln parent

James Mercier - Teacher

Barb Espinoza - School Social Worker

Cindi Adcock--Teacher

Marilyn Andrews - Teacher

Gabe Crouner - Teacher/Coach

Tara Lank, Teacher

Jennifer Kennedy, School Psychologist

Jamie Gallup - Teacher

Amber Marshall, School Psychologist

Andrea Adams- Teacher, Lincoln Parent

Stacey Griffiths - Speech and Language Pathologist

Amy Stamps-School Psychologist/ CDC Member

Mike Weathers- Teacher, Lincoln Education Association President

- Melissa Palmquist, LCS Parent, Why is the Covid Dashboard not being updated as promised? In the communications sent out from the district it was stated it would be updated. It even says on the dashboard itself that it will be updated on Mondays but the most recent update is from October 19th? I have been told that there have been individuals, within the district, that have been under quarantine but one would not know that by looking at the dashboard. Since we can't rely on the media to be honest with the numbers the least you can do as a district is be honest with the numbers.

- Justin Sondergaard, parent, Are we going to continue to ignore the elephant in the room? State and nationwide cases on the surge. Our county's numbers have doubled. The 0-17 age range has seen an increase. But yet we are continuing to ignore the obvious signs and keep these kids going to school? What do you guys have to say about Washtenaw county cases being 200% greater than a week ago. Hospitalizations are way up. But we continue to just throw caution to the wind and send kids back? The 0-17 age range has seen a significant increase. Pediatricians are against kids being back in schools. But the district continues to ignore the professionals. The ones that are dealing with the ones affected. Teachers continue to voice their unease with the current direction. Now add in the huge surge in cases and the district continues to not care what staff or parents think. How is this acceptable. "With the board being composed of elected officials. Does that mean none of you need to answer any emails? You guys are over the superintendent. He is doing a remarkable job by the way. But I've yet to hear back regarding emails to the board. Quite "we don't care what you have to say" mentality. Yet you were elected by those same people on Don't care to respond to. Our HS is already seeing cases and yet we are going to open the gates on Monday. Sounds very reckless and dangerous.
- Craig Brann, Elementary Music Specialist, I would ask Lincoln provide more transparency about how decisions are being made to move between the three different modes of teaching - all virtual, hybrid and normal full time school. I don't mean merely posting data from another website. I propose a more detailed explanation be shared with the community on how the district is looking at the numbers and justifying their position to stay hybrid or move to all virtual. By explaining the details of the data that is relevant to our district community the district will find more buy-in than has been happening about whether we stay or change our status.
- Pamela Robbins, teacher lcs "Relying on the integrity of others in a life and possible death situation will not keep students and staff safe. People will need to stay home when they are ill. Ive already heard ""I know what I have."" ""It's too hard to miss school"" Teachers are in a tough spot. They feel if they stay home they are burdening their colleagues that will end up covering classrooms during their prep time. 1-2 bldg subs wont offer enough coverage. When too many teachers get sick, who is going to cover classes? We have already seen schools closing for this very reason. Having cases in our district after a week and 2 days? Health experts are clearly saying this is a grave situation that is only expected to get worse. I beg of you to protect the families of Lincoln students and teachers. Let school remain/go back to virtual. We are making gains with students online. We need to be a strong consistent educational front for our students. Sending the students back simply to end up closing down again will cause a huge disruption in their education. They have endured enough. Teaching in a classroom is what we all want, but staying virtual is what is safe for all. Thank you for your time. "
- Patricia Barthwell, Dean of Students LMS, I am concerned as to why we're so adamant about students returning to school, only to increase the exposure of everyone in the building? More states are now in the red zone, the virus is obviously spreading very quickly and outbreaks are happening in districts in Michigan and around the country, yet this is the time we're choosing to send students back to school? I understand students may leave the district but it won't be that many. Is the chance of us catching Covid or dying from this virus really worth the cost? What a trade off!! Furthermore, it takes one person to infect 30 plus people and each and everyone of us in that building will now be more exposed and can take it home to our loved ones. I don't want to infect others and I definitely don't want to be made to quarantine for 14 days because I was exposed. I really think we're just playing with lives and safety here and it's just very troubling!! This is serious business and literally comes down to life or death.
- Amy Stamps, Employee, Just present for updates on return to school, and updates on rising Covid cases in the State.
- Natasha van Slambrouck, Teacher and parent, Throughout the pandemic, there has been reports continuously discussing the negative effects of indoor gatherings. In many, the description epitomizes what staff and students face by being in person, in the classroom. How can the district ensure everyone's safety during these increasing numbers, when there is so much information about the rapid spread of COVID indoors?

- Raquel Dicks, Teacher, Some of the nearby districts, example Dexter, are extending their current educational plan for another month in hopes the Covid numbers will go down. I wish Lincoln would consider the same plan... safety should be above and beyond any other reason to return.
- Lizzie Hollowell, LCS virtual academy teacher and live in the district. Is the board aware that the district Chromebook stock has been exhausted? Aside from waiting for more to be ordered/delivered, what's the plan to guarantee that students continue to have equitable access to their education online?
- Andrea Adams, teacher/ parent, Dear Lincoln Board of Education, My colleagues have all spoken well and provided abundant evidence of our fears. I am asking you to listen. Listen to us as individuals, not "the teachers" which depersonalizes the situation. Think of the faces of the teachers your kids love when you are making your decisions.

9.0 BOARD REPORTS/CORRESPONDENCE

- 9.1 Board Executive Committee Report
Board Executive Committee met on October 19, 2020; minutes will be forthcoming. Next meeting is scheduled for November 2, 2020, in person.
- 9.2 Board Performance Committee Report
Board Performance Committee met on October 26, 2020, will meet next November 23, 2020.
- 9.3 Board Planning Committee Report
The Board Planning Committee is scheduled to meet next on November 9, 2020.
- 9.4 Board Finance Committee Report
No report given.
- 9.5 Reports and Correspondence
No report given.

9.0 NEW BUSINESS

- 9.1 Michigan Supreme Court Decision
Board action was requested.

It was moved by LaBombarbe and seconded by Williams in light of the recent Michigan Supreme Court decision concerning the constitutionality of the Governor's Executive Orders, I move to ratify all decisions made by the Board since April 30, 2020."

Ayes: 5

Nays: 0

Motion carried 5-0

- 9.2 Letter of Agreements-LEA and LEAO
Letters of Agreement with the LEA and the LEAO were needed to reflect the understanding that instruction will be delivered differently for the 2020-2021 school year and the need to modify the terms and conditions of employment were necessary. Board action was requested.

It was moved by LaBombarbe and seconded by Newlon that we approve the Letters of Agreement with the Lincoln Education Association (LEA) and the Lincoln Education Associates Organization (LEAO) as presented.

Ayes: 5

Nays: 0

Motion carried 5-0

- 9.3 Additional Chromebooks
We have approximately 200 Chromebooks on order, with about 100 devices that have failed and are awaiting warranty returns. Due to nationwide stock shortages and speaking with our vendor, the earliest we will see these is December. We have about 30 left in stock before we run out. We have a serious need to

stock more as our current estimates put us at about 300 students still have not received a Chromebook from us. This emergency stock will allow us to meet demand and potentially provide replacements for broken or failed devices for exchange. Acer Chromebooks with License QTY: 379 @ \$379.00 each + \$29.00 license, TOTAL = \$38,083.00 (CRF Funds in response to COVID-19). Due to time sensitivity Board action was requested.

It was moved by LaBombarbe and seconded by Newlon that we approve the purchase of Additional Chromebooks as presented.

Ayes: 5
Nays: 0
Motion carried 5-0

9.4 Staff and Students Headphones

In response to hybrid instruction, students who are physically on campus in close proximity of each other (at 6 feet or more) will cause noise feedback listening while on their devices causing echo's and other very disrupting sound. Utilizing headphones with microphones will eliminate this. Purchasing enough for each student and staff with about 3 percent additional to spares and loaners. These are REMC pre-bid approved pricing, and we have about a dozen already implemented throughout the district. Computer headphones and Microphones. QTY: 4000 @ \$8.79 each, TOTAL = \$35,160.00 (CRF Funds in response to COVID-19). Due to time sensitivity Board action was requested.

(President Williams left the meeting)

It was moved by LaBombarbe and seconded by Sparks that we approve the purchase of Staff and Student Headphones as presented.

Ayes: 4
Nays: 0
Motion carried 4-0

9.5 Resolution Regarding the Open Meetings Act

Whereas the Open Meetings Act was recently amended to grant greater latitude with respect to electronic participation by members of the Board of Education and the public in certain circumstances; and Whereas the Board of Education desires to utilize electronic participation, as necessary and in approved circumstances, in compliance with the law. Board action was requested.

It was moved by LaBombarbe and seconded by Sparks that we execute the Resolution Regarding the Open Meetings Act as presented.

Ayes: 4
Nays: 0
Motion carried 4-0

11.0 OLD BUSINESS

11.1 Minutes of Previous Meeting

11.1.1 Regular Meeting September 28, 2020

11.1.2 Board Workshop October 12, 2020

Enclosed are the minutes of the September 28, 2020, Regular Meeting, and the October 12, 2020 Board Workshop.

It was moved by LaBombarbe and seconded by Sparks that we approve the minutes of the September 28, 2020, Regular Meeting and the October 12, 2020 Board Workshop as presented.

Ayes: 4
Nays: 0
Motion carried 4-0

11.2 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. Board action was requested.

It was moved by LaBombarbe and seconded by Newlon that we approve the Middle Cities Risk Management Trust Trustee and appoint Robert Jansen Superintendent, as presented.

Ayes: 4
Nays: 0
Motion carried 4-0

11.3 Reaffirming Extended Continuity of Learning Plan (ECOL) Update

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

Ayes: 3
Nays: 1
Motion carried 3-1 (Newlon)

11.4 Bishop Playground Equipment-Bond

Bond Bid Pack #4-Bishop Elementary Playground Equipment:

Additional playground equipment and installation of playground equipment at Bishop elementary School.

- Playground Equipment – 1 estimate was received from an NPP-Government approved vendor from the public Procurement Authority.
- Bid Recommendation Playground Equipment – Midstate's Recreation. \$50,000; Total \$50,000.

Bond Project Budget	\$ 50,000.00
Current Quote Amount	\$ (50,000.00)
Remaining Budget Amount	\$ 0.00

Notes: Playground equipment selected from a committee at Bishop Elementary School and recommended by the Principal at Bishop Elementary School. Recommended company is the same company that installed the other playground equipment at Bishop Elementary School. Colors of new equipment to match current playground equipment on site.

It was moved by LaBombarbe and seconded by Sparks that we approve the Bishop Playground Equipment-Bond Bid Pack #4 awarded to Midstate's Recreation in the amount of \$50,000.00 as presented.

Ayes: 4
Nays: 0
Motion carried 4-0

11.5 September 2020 Finance Report

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

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

Ayes: 4
Nays: 0
Motion carried 4-0

11.6 September 2020 Check Register

Enclosed is the August 1-31, 2020, check register in the amount of \$3,805,115.73. The Superintendent recommends approval as presented.

It was moved by LaBombarbe and seconded by Sparks that we approve the August 1-31, 2020, check register in the amount of \$3,805,115.73 as presented.

Ayes: 4
 Nays: 0
 Motion carried 4-0

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

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

Ayes: 4
 Nays: 0
 Motion carried 4-0

- 11.8 Personnel Transactions

It was moved by LaBombarbe and seconded by Sparks that we approve the October 26, 2020, Personnel Transactions Summary as presented.

Ayes: 4
 Nays: 0
 Motion carried 4-0

ACTION ITEMS				
Name	Position/Building	Effective Date	Status	Major/Step
Tasha Rogowski	Noon Supervisor/Childs Elementary	8/31/2020	Resigned	
Barbara Lock	Paraprofessional/Model Elementary	10/6/2020	Retirement	
Sandra Black	Paraprofessional/Childs Elementary	10/1/2020	Retirement	
Kevin Davis	Paraprofessional/Lincoln Middle School	10/13/2020	Resigned	
Keyla Shillingford	Paraprofessional/Model Elementary	10/09/2020	Resigned	
Leslee Markose	Spanish Immersion Teacher/Bishop Elementary	8/24/2020	Transfer	
JC Kelley	Bus Aide/Transportation	10/15/2020	Resigned	
Amanda Tatro	Noon Supervisor/Bishop Elementary	9/29/2020	Resigned	
Jospeh Weaver	Bus Driver/Transportation	11/02/2020	New hire	
Jeanette Spivey	GSRP Paraprofessional/Model Elementary	10/26/2020	New hire	
Name	Position/Building	Return to Work Date	Status	Approved/Not Approved
Sarah Minch	Paraprofessional/Model Elementary	12/31/2020	EFMLA	Approved
Jamie Gallup	Teacher/Lincoln Middle School	12/31/2020	EFMLA	Approved
Karen Nowak-Rochford	Teacher/Lincoln High School	1/4/2020	FMLA	Approved
Jessica Trela	Paraprofessional/Lincoln Middle School	12/31/2020	EFMLA	Approved
Jennifer Pocock	Teacher/Lincoln Middle School	12/31/2020	EFMLA	Approved
Shaloea James-Harrison	Paraprofessional/Model Elementary	12/31/2020	EFMLA	Approved
Donald Scott	Paraprofessional/Model Elementary	12/31/2020	EFMLA	Approved
Coretta Foster	Bus Driver/Transportation	12/31/2020	EFMLA	Approved
Anna Marie Allen	Secretary/Bishop Elementary	12/4/2020	FMLA	Approved

12.0 ADJOURNMENT

It was moved by LaBombarbe and seconded by Sparks that we adjourn the meeting at 8:12 p.m.

Ayes: 4

Nays: 0

Motion carried 4-0