

LINCOLN CONSOLIDATED SCHOOLS
Ypsilanti, Michigan
BOARD OF EDUCATION / REGULAR MEETING
January 25, 2021
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 VanZomeren Trustee (participated from Ypsilanti, Michigan remotely)
Allie Sparks, Trustee (participated from Ypsilanti, Michigan remotely)

ADMINISTRATORS PRESENT

Robert Jansen, Superintendent
Adam Blaylock, Human Resources Director
Adam Snapp, Finance 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 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 Czachorski that we accept the agenda as presented.

Ayes: 7

Nays: 0

Motion carried 7-0

6.0 PRESENTATIONS

6.1 School Board Appreciation Month

Gifts and cards were presented to the Board of Education by staff in celebration of School Board Recognition.

6.2 Employee of the Month

I want to take this opportunity to nominate Puja Mullins for the Employee of the Month. As you probably know, she has been making heroic efforts to reach families, delivering holiday goods, Food Gatherers boxes, and putting together top-notch programs and instruction for kids and families. Maybe we will even see you at our Family Night, this week? :) She always gives 110%, and I know that you have seen that for yourself!

Amanda Pringle

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

- Confirm again for the public that the ECOL needs to be reaffirmed monthly as part of the law. If we don't, we could lose our funding, so we want to make sure we report out every month.
- Instruction will be delivered in a hybrid scenario using the blended learning model. The Elementary schools and Model returned to hybrid January 18th
- Secondary is returning January 26th; real conversations with administrators and CDC/PDC regarding engagement have occurred; changes are being made within the 90-minute block of time to teach differently in order to engage students more in the learning process
- Another part of our plan is the standards being taught at each grade level dept. We have "completed" (this work is never done) the power standards process in terms of identifying the power standards, deconstructing a standard, creating learning targets/I can statements, designed a quality assessment, and learned how to use the assessment to really inform the teacher's instruction and making sure that students are active in the formative assessment process. Our next steps will be to look at our horizontal/vertical alignment across grades and subject areas and next year, we will go through this entire process with our identified power standards.
- As a district, we are still discussing ways in which our most vulnerable students can be brought back on campus if we return in a remote setting in the future.
- We had to submit our PD learning plan as part of the ECOL. It had to be posted on our transparency report and had to show the type of PD given to staff, students, and families to prepare for remote learning.
- By Feb. 1st, we also must submit to MDE and on our transparency report our progress on our midyear academic goals. As a reminder, ours was for all students to increase their RIT growth from fall to winter in both reading and math on the NWEA assessment.

6.4 Bond Update
Presented by Phil Bongiorno
Completed Projects

- Classroom door locking devices
- Flooring replacement (Bishop, Model and LHS)
- Roof replacement (Bishop and LHS)
- Fence around Bishop playground
- Seven new buses
- New band instruments
- New stadium turf field
 - o Resurfacing of outdoor track due to damage from turf installation.
- New fence to secure stadium field
- Security cameras (Brick, Model, Bishop, and Childs)
- Secure entryways (Bishop, Brick, Childs, Model, LMS, and LHS)
- Instructional technology
- New Band, Choir, Drama, Weight, Cheer and Wrestling rooms.
- Replace Railsplitter Dr.
- Childs bus loop replacement
- Acoustical shell Performing Art Center
- Flooring replacement Childs main office area
- Flooring replacement Middle School hallways
- Cross corridor security doors
- Athletic Equipment (field house and track/field)
- Fitness center weight equipment
- Playground equipment Bishop
- Indoor training building bleachers

Approved projects in process

- New Baseball/Softball complex with irrigation
- Construction of indoor training field house
- New parking lot and lighting
- Baseball/Softball concession/press box
- Additional band instruments

7.0 SUPERINTENDENT AND STAFF REPORTS/CORRESPONDENCE

7.1 Superintendent's Report

- Elementary and Model returned to in person learning on January 18, 2021.
- High School and Middle School will return to in person learning on January 26, 2021.
- Some staff have been able to get vaccinated as each phase in rolled out.
- We plan to send a survey to our school community later this week in preparation for our 21/22 school year.
- In response to recent crises, LCS is working with local partners to present a Mental Health Awareness Webinar on February 2 from 6:30 - 7:30 p.m. to raise awareness about mental health issues and the many available mental health services in our schools, district, and community. A special thank you to our LCS staff, TRAILS partners, and other local partners for their hard work organizing this very important conversation. The presentation is intended for all members of the LCS community, including students, staff, and families, and will include brief talks from mental health professionals in our schools and community.

7.2 Finance Report

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

7.2.2 December 2020 Enrollment Report
Report included in Board packet.

7.3 Technology Report

Technology Ticket Volume

- 2020-2021 (so far) = 2648
- 2019-2020 (same period) = 2258
- Increase of 8% ◊ Email (Parents & Staff) = 1217
- No good telephone call data

Device Deployment

- We have deployed a little over 2900 devices
- Close to 85% of all students have been assigned a device
- Failure rates are at about 6.6% (total 180)

Projects Overview

- Interactive displays (75 inch) Winter 20-21 (Start) 2020-2021 (On Hold) Quantity 220
- Document Cameras Current, in Progress Quantity 400
- Mobile HotSpots Current, in Progress Quantity 100
- Desktop Speakers Current in Progress Quantity 250
- Classroom Power Strips Current in Progress Quantity 250
- E-Rate High School Wired Network Summer 2020-2021 in Progress Quantity 300
- Additional Chromebooks (GEER) Winter 2020-2021 Not Started Quantity 300
- Staff Laptops (GEER) Winter 2020-2021 Not Started Quantity 200

7.4 Human Resources Report

- Staff is starting to get vaccinated as the health department determines eligibility

8.0 BOARD REPORTS/CORRESPONDENCE

8.1 Board Executive Committee Report

The Board Executive Committee will meet next on February 1, 2021; minutes from past meeting will be included in the next Board packet.

8.2 Board Performance Committee Report

The Board Performance Committee will meet next on February 25, 2021 virtually.

8.3 Board Planning Committee Report

The Board Planning Committee will meet on February 8, 2021 virtually.

8.4 Board Finance Committee Report

The Board Finance Committee will meet on February 1, 2021, virtually.

8.5 Reports and Correspondence

- Lincoln High School Choir did a virtual concert that was fantastic!
- Legislative Coffee reported that the State of Michigan revenue looks better than originally projected.

9.0 PUBLIC COMMENT

9.1 Response to Prior Public Comment

No previous Public Comment

9.2 Public Comment

Attached below is new language and Public Comment Statement

Board of Education Public Comment Statement:

This is the time set aside by the Board to hear from you, the members of our community. We invite you to address the Board with comments, questions or concerns regarding board actions, policies, or other issues not resolved through appropriate administrative channels. The Board may not immediately respond to concerns presented at this meeting; however, we will respond to inquiries on or before the next board meeting.

Please fill out the Attendance and Public Comment Form, link can be found at Lincoln12.org. Limit individual comments to 500 characters or less. Comments with respect to the performance of specific district employees are not appropriate during public comment.

The board secretary will read the comments to the full Board of education as presented.

Rules for Public Comment:

1. The Board of Education reserves the right to limit the total public comment to 30 minutes in any meeting
2. The Board of Education will limit each speaker to one opportunity to speak during any public comment period
3. The Board of Education President, or the President's delegee (such as the Superintendent or another District administrator) will respond to your comment
4. The Presiding officer may: A) prohibit public comments which are frivolous, repetitive, or harassing; B) interrupt, warn, or terminate a participant's statement when the statement is too lengthy, personally directed, abusive, obscene, or irrelevant; C) request any individual to leave the meeting when that person behaves in a manner that is disruptive of the orderly conduct of the meeting; D) request the assistance of law enforcement officers in the removal of a disorderly person when that person's conduct interferes with the orderly progress of the meeting, and; E) call for a recess or an adjournment to another time when the lack of public decorum so interferes with the orderly conduct of the meeting as to warrant such action;

- Melissa Palmquist-Parent "Why is my personal email address published with my public comments from the December board meeting? This is not acceptable and I do not give permission for my personal information to be published. I heard through the grapevine that Principal Holden is on an indefinite leave from the high school. As a parent of a high school student I would like to know why this information was never communicated to parents? We should have been made aware of who to reach out to if necessary."
- Anthony Finley-Staff "Please keep the jobs for the maintenance crew. Most having put in over 20 years and served well! Leaving their families in the balance is not right. People must understand life is more than dollars? Who hires people over 40 these days?? I pray you all look at the bigger picture and place yourselves in their place. After all these years I've never been to one board meeting or said anything and lord knows nobody has dealt with more than me!!! So please consider my plea . God bless"
- Laurie Price-Staff "Lincoln needs to look out for its own and STOP the insanity of privatizing services. Please consider what the impact of making such a monumental move of contracting out maintenance services will mean before you act. Lincoln is better than this. Lincoln employees have

pride and show ownership, a contracted company does not. They are in business to turn a profit no matter what. Think before another careless decision, like the contracting out of the custodial staff, is made. "

9.0 NEW BUSINESS

9.1 Board of Education Committee Meeting Schedule

The Superintendent and Committee Chairs recommend approval as presented.

It was moved by LaBombarbe and seconded by Rollins that we approve the Board of Education Committee Meeting Schedule for 2021 as presented.

Ayes: 7

Nays: 0

Motion carried 7-0

9.2 Proposed Closing Agreement on 3% Retiree Healthcare Contribution

Beginning in 2012, employees that were part of certain MPSERS plans were required to contribute 3% for retiree healthcare. From 2012 through 2016, Lincoln had subjected this 3% to both employee and employer FICA. In 2017, after additional guidance came out, the 3% was no longer subjected to FICA. Both Lincoln and employees received refunds on these amounts for certain periods. While there has still been questions on how this 3% should have been handled, the Office of Retirement Services ("ORS") has been working with the IRS to get an official ruling on this taxability. Recently, ORS has indicated that it is in a favorable ruling that these contributions are exempt from both federal and FICA taxes. Board action was requested.

It was moved by LaBombarbe and seconded by Czachorski that we approve the Proposed Closing Agreement on 3% Retiree Healthcare Contribution as presented.

Ayes: 7

Nays: 0

Motion carried 7-0

9.3 Facilities Department RFP Recommendation

Privatize the maintenance department to reduce labor costs. Shift the cost savings within the facilities department to create a district grounds team, fill new positions within the Lincoln Athletic Building, adjust to head custodians in all building that will perform maintenance/custodial duties, create a flexible technical maintenance team to address district wide maintenance needs and projects, and address the low hourly wage rates in custodial services causing high turnover rates.

Bid divisions:

- **Maintenance Bids - 4 bids were received.**

- Maintenance Bid – Auxilio. \$514,098 yr. 1; \$514,098 yr. 2; \$515,098 yr. 3: **Total \$1,543,294 three year total.**
- Maintenance Bid – ABM. \$411,473 yr. 1; \$421,759 yr. 2; \$432,303 yr. 3: **Total \$1,265,535 three year total.**
- Maintenance Bid – The DMBurr Group. \$352,800 yr. 1; \$359,856 yr. 2; \$367,056 yr. 3: **\$1,079,712 three year total.**
- Maintenance Bid – Enviro-Clean. \$370,704.62 yr. 1; \$370,704.62 yr. 2; \$370,704.62: **\$1,112,113.86 three year total.**

- **Grounds Bids – 5 bids were received.**

- Grounds Bid – Auxilio. \$155,402 yr. 1; \$155,402 yr. 2; \$155,402 yr. 3: **Total \$466,206 three year total.**
- Grounds Bid – ABM. \$218,279 yr. 1; \$224,044 yr. 2; \$229,645 yr. 3: **Total \$672,268 three year total.**
- Grounds Bid – Davey Tree Expert Company. \$298,000 yr. 1; \$325,000 yr. 2; \$325,000 yr. 3: **Total \$948,000 three year total.**
- Grounds Bid – The DMBurr Group. \$199,512 yr. 1; \$203,508 yr. 2; \$207,588 yr. 3: **Total \$610,608 three year total.**
- Grounds Bid – Enviro-Clean. \$164,729.56 yr. 1; \$164,729.56 yr. 2; \$164,729.56 yr. 3: **Total \$494,188.68 three year total.**

Notes:

Enviro-Clean provided the district an alternate bid that included a \$381,850.75 three year savings if the plan is approved to move forward with both grounds and maintenance.

Recommendation:

It is recommended that the district select the alternate option provided by Enviro-Clean using the cost reductions to increase the flexibility and productivity of the maintenance department, add a grounds team, allow the flexibility to use a custodial/events team to address the needs of the Lincoln Athletic Building during the winter months, then shift to a grounds team during the spring/summer months, and to use the remaining cost savings to increase the hourly wages of the custodial contract to be more in line with current market conditions addressing retention issues.

The committee recommends the Superintendent and Board of Education to move forward with the alternate proposal given by Enviro-Clean for a 2 year contract with a potential 3rd year addition after a service review 6 months prior to the 2nd year contract expiration. This was presented for information only; Board action will be requested at a subsequent meeting.

11.0 OLD BUSINESS

11.1 Minutes of Previous Meeting

11.1.1 Regular Meeting December 14, 2020

11.1.2 Organizational Meeting January 11, 2021

Enclosed are the minutes of December 14, 2020, Regular Meeting and the January 11, 2020, Organizational Meeting.

It was moved by LaBombarbe and seconded by Rollins that we approve the minutes of the December 14, 2020, Regular Meeting and the January 11, 2021, Organizational Meeting as presented.

Ayes: 7

Nays: 0

Motion carried 7-0

11.2 Reaffirming Extended Continuity of Learning Plan (ECOL) Update

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

Ayes: 7

Nays: 0

Motion carried 7-0

11.3 December 2020 Finance Report

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

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

Ayes: 7

Nays: 0

Motion carried 7-0

11.4 December 2020 Check Register

Enclosed is the December 1-31, 2020, check register in the amount of \$1,472,046.88. The Superintendent recommends approval as presented.

It was moved by LaBombarbe and seconded by Rollins that we approve the December 1-31, 2020, check register in the amount of \$1,472,046.88 as presented.

Ayes: 7

Nays: 0

Motion carried 7-0

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

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

Ayes: 7

Nays: 0

Motion carried 7-0

- 11.6 Personnel Transactions

Name	Position/Building	Return to Work Date	Status	Approved/Not Approved
Monica Maury	ECSE Teacher/Model Elementary	8/26/2021	LOA	
Donald Scott	Paraprofessional/Model Elementary	3/1/2021	LOA	

It was moved by LaBombarbe and seconded by Rollins that we approve the January 25, 2021, Personnel Transactions Summary as presented.

Ayes: 7

Nays: 0

Motion carried 7-0

12.0 ADJOURNMENT

It was moved by LaBombarbe and seconded by Czachorski that we adjourn the meeting at 7:06 p.m.

Ayes: 7

Nays: 0

Motion carried 7-0