

LINCOLN CONSOLIDATED SCHOOLS
Ypsilanti, Michigan
BOARD OF EDUCATION / REGULAR MEETING
June 14, 2021
6:00 p.m.
In Person-Performing Arts Center-Lincoln High School

OFFICIAL MINUTES

BOARD MEMBERS PRESENT

Yoline Williams, President
Jennifer Czachorski, Vice President
Jennifer LaBombarbe, Secretary
Allie Sparks, Trustee
Matthew Bentley, Trustee

ADMINISTRATORS PRESENT

Adam Blaylock, Human Resources Director
Adam Snapp, Finance Director
Karensa Smith, Curriculum & Instruction Director

OTHERS PRESENT

Robin Kind, Stacey Kind, Clark Rodeffer, Edger Brown, Robert Merritt, Vicki Coury, Jim Harless, Arnituris Garland, Joseph Weaver, Bob Dunigan, Deidre Burns, Kysa Smith, Jason Jarvis, Sherry Smith, Laurie Price, Abigail Smith, Geraldine.

1.0 CALL TO ORDER

President Williams called the meeting to order at 6:03 pm.

2.0 ROLL CALL

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

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: 5

Nays: 0

Motion carried 5-0

6.0 PRESENTATIONS

6.1 Employee of the Month

We are writing to nominate Kristen Greene as Lincoln's Employee of the month. Kristen has been an important part of the Lincoln family in one way or another for a very long time; first as a student, then a coach, and finally as a teacher. As a student, Kristen was a dedicated student athlete who was a leader both on the field and off. After high school, she had the opportunity to coach our very own Lincoln Railsplitters Softball team. And, fortunately for all of us, she is the kind of teacher who is a tireless advocate for both students and her teaching colleagues.

As a colleague, Kristen wears a variety of hats. She listens, advises, supports, and encourages! She has always reached across buildings in our district to support her colleagues. She recently became a Title

teacher at Brick and it seems she has ALWAYS been a part of the team. Kristen has been known to all of her colleagues to be dependable and collaborative, as well as flexible.

Kristen is very consistent in her time with her most valued part of the job, her students. Most especially, during this very difficult time of Blended Learning, Kristen has consistently gone beyond expectations for meeting the needs of her students. She includes families in the process, as well as the general education teacher and any other staff that may be part of the student's educational path. She enters the classroom, either virtually, or in person, with enthusiasm and a smile, ALWAYS! Here are just a few things her students say:

"I like to read with Mrs. Greene because she's funny and she makes me laugh. I just really like to read with her!" L. O.

"Even though I never worked with Mrs. Greene, I know she worked with Mrs. Nelson last year and I can tell she's really nice and kind!" E. F.

"She is the best teacher EVER! She's the best because she helps me read!!" M. O.

Kristen is the type of educator that doesn't know quit or can't. The hurdles or obstacles that may impair another person simply become another challenge to conquer. And, conquer she does, for our students, our families and our Lincoln community.

Sincerely,
Brick Elementary Students and Staff

6.2 Transportation

Presented by Bob Merritt and Vicki Coury

- Increased demand for staff within the industry
- Competing with area districts, third-party vendors, and other industries (fast food, etc.) for the same workers
- Significant population near or at retirement age
- Split Shift Schedule; 2 hr AM route, 4 hr break, 2 hr PM route

Benefites of 3-Tier busing

- Increased bus driver hours results in higher compensation; competitive with current unemployment benefits while reducing the number of buses used and maintenance costs
- Reduce/eliminate bus holds
- Less conflict with athletic bus needs
- Separate 6-8 grades from 9-12 grades
- Reduce parent loop congestion
- Reduce number of missed 5th/6th hours for students in athletics
- Before/after-school programming opportunities
- Improved employee pool due to more hours/benefits eligibility

Considerations

- New schedules may not fit families needs
- Shared building employees; HS/MS, Elementary Specials, MS/Elem
- Shared schedules; MS students taking HS courses for credit, Spanish Immersion shared classes
- Shared PD; grade level, ERPD days
- Shorter window for field trips; school day and athletic
- Living Wage Calculator <https://livingwage.mit.edu/states/26>

6.3 Extended Continuity of Learning Plan (ECOL) Update

Presented by Karensa Smith

- We ended the school year with four days of face to face in person instruction with Wednesday still being an asynchronous day for students.
- As part of our ECOL plan, we also have to monitor our academic progress on the goals in which we stated in the fall. As a reminder, our goals were the following
 - All students and all subgroups (K-8) will increase their RIT growth in Reading from Winter to Spring as measured by NWEA

- All students and all subgroups (K-8) will increase their RIT growth in Math from Winter to Spring as measured by NWEA
- As another reminder, as part of the ECOL, districts were to continue to take assessments that they previously did pre-Covid. We have been taking the NWEA assessment for several years. The purpose of this assessment is for teachers to be able to gauge based on the students' RIT score what the student knows and is ready to learn next. This assessment can also track a student's individual growth over time. Both of these are incredibly important for a teacher to know so that they can plan instruction efficiently. Our spring data is even more important this year as it will help with next year's instructional decisions regarding any learning recovery that needs to take place.

(Recess at 6:48 pm return to session 6:52pm)

7.0 SUPERINTENDENT AND STAFF REPORTS/CORRESPONDENCE

7.1 Superintendent's Report

(Superintendent Jansen was not in attendance the following was read in his absence.)

Thank you to our entire school community for all of everyone's hard work and dedication as we have just finished the 20-21 school year. This was a year like no other. I'm so proud of how our entire school community rallied together and put kids first. Our entire administrative team, teachers, facilities, Support staff, secretaires, custodial, food service, transportation. All our staff! partners, parents, and community.

A special thank you to our Lincoln board of education, for your leadership and support. An extra special thanks you to President Williams for your tremendous leadership and support, and time throughout the last 18 months.

A special thank you to all the buildings for all of the end of the year events. All the events were successful, and I feel were a great way to end the school year.

As we celebrate the end of the 20-21 school year, we are preparing for our summer programs and are extremely excited about the 21-22 school year. We will offer 5 days a week of in person instruction and a completely virtual option through our virtual academy.

I believe Lincoln is a model community for the world by how we responded to the Global Pandemic through Kindness, empathy, compassion, and Love. Together, we can and we Did!

7.2 Curriculum & Instruction Report

- We are finalizing summer school. Currently, we have 279 elementary students, 75 middle schoolers, and about 200 high schoolers
- Finalizing year end grant budgets while preparing for the 21-22 grant budgets
- Finalizing all of the year end licenses that need to be renewed for the next school year
- The MICIP district plan is complete with a math, ELA, and SEL goal and we have discussed how this will now filter to the buildings. We will be meeting to finalize the system Equity goal.
- We are planning for 5 full days of face to face instruction for the 21-22 school year. Teams have met to discuss the various plans in terms of instructional strategies. A staff survey went out and we have about 110 responses. The CDC/PDC analyzed the data for next steps in terms of instructional practices/processes and professional learning. Thanks to Puja Mullins, staff also surveyed our students who gave us feedback on their thoughts about instruction this year as well as suggestions for next year. There were some commonalities amongst the staff and students - i.e Google Classroom.
- Lincoln Consolidated Schools will continue offering our families a virtual option through our Virtual Academy for grades K-12. Students would be committing to an entire year. Based on feedback we have received from our families, students, and staff about the curricular platform, we have made modifications to the curricular resource. Instead of using Lincoln Learning Solutions as our curricular platform for the LCS Virtual Academy, we are moving to Pearson. VA staff will get continual training on the resource.

7.3 Public Relations & Marketing

- Completing data cleanup for the EOY state reporting requirements. We are also preparing schedules for next school year and planning for the EOY rollover in PowerSchool.
- Summer events include Reading in the Park on June 15, July 13 and August 10 at 6 p.m. in the area next to the LMS tennis courts. We will also be hosting an Elementary Food Truck Rally on August 19.
- Summer marketing will include direct mail pieces, radio ads, and digital marketing. Along with outreach to families who have left since the start of the pandemic.

7.4 Facilities & Maintenance

Custodial

- Preparing for flooring replacements
- Moving furniture out of all classrooms starting Friday June 11, and will be completed by Saturday June 12th.
 - Moving Furniture out of the middle school on Monday and will be done by Tuesday
- Summer Cleaning Plans – Scheduled to be completed by August 1st.
 - LHS - starting June 14 completed by July 1st
 - Model - Starting July 6th completed by July 9th
 - Bishop - starting July 12th completed by July 16th
 - Brick - starting July 19th completed by July 26th
 - LMS & Childs all furniture back in place and cleaned by Aug 1st

Maintenance

- Creation of a new BOE room within central office. Almost completed, just waiting dividers walls, IT, and a counter. Should be ready by the July meeting.
- Continued HVAC AC repairs throughout the district.
- New entryway installed at Brick Elementary from the Cafeteria to the playground, along with a new sidewalk.

Grounds

- Completed a renovation of the little league fields
 - Cleaned up the area, and weeded all fence lines
 - All fields machine grinded
 - New infield mix for all fields
 - All dugouts and outbuildings painted
 - Added to the cutting, fertilization, and weed control plans for the district
 - New storage container
 - Added asphalt millings to the road approaching the fields
 - Fixed the water source to the fields
 - Remove the safety hazards
 - Ordered new bases and batting cage nets
- Asphalt repairs will continue in parking lots and roadways
- Sidewalk hazards will be repaired over the next few months.

District

- We have seen an uptick in vandalism within the District
 - Street racing down Lincoln trail towards Childs
 - Cars doing donuts in the grass soccer/football fields behind the middle school
 - Cars doing donuts in the parking lots
 - Liquor bottles, needles and such left behind in the side parking lot of Model/Bishop
 - Individuals who continue to jump the fence to use the stadium field
 - Individuals swimming in the new retention pond by the PAC/LAB
 - Bessie Hoffman experienced major vandalism
 - Broken interior/exterior windows; graffiti; detonation of fire extinguishers; broken items.
- New work order system put in place replacing Schooldude for both custodial and maintenance requests, savings to the district of almost \$10,000
- Childs is getting a facelift all classrooms, hallways, and cafeteria is getting a fresh coat of paint.
- The top portion of the middle school fascia is getting power washed this summer to remove the black streaks coming off the roof.
- Updated wayfinding & caution (no smoking, no swimming, no animals, ect) sign's throughout the District will be updated.

- Cross walk signs and marking will be established in the appropriate areas.

8.0 BOARD REPORTS/CORRESPONDENCE

- 8.1 Board Executive Committee Report
The minutes for June 7, 2021, Executive Committee meeting will be forthcoming in the next Board packet, the next meeting will be held in the Pittman Room on June 21, 2021, at 5:30 pm.
- 8.2 Board Performance Committee Report
The next Performance Committee will meet next on June 27, 2021, in the Pittman Room.
- 8.3 Board Planning Committee Report
The next Planning Committee will be held in the Pittman Room on June 21, 2021, to begin the change over from Neola to Miller Johnson policy manual.
- 8.4 Board Finance Committee Report
No report.
- 8.5 Reports and Correspondence
- Thanked the graduation committee for the hard work it took to have the Class of 2021 graduation held at Lincoln.
 - Thanked the District PTO for the end of the year ice cream celebration.

9.0 PUBLIC COMMENT

- 9.1 Response to Prior Public Comment
- Sherry Smith, employee, addressed the Board wanting to know when the Board of Education meetings would be held in person. President Williams addressed the comment during the meeting and informed Mrs. Smith the next meeting June 14, 2021, would be in person.

- 9.2 Public Comment
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 sign in completing your contact information. Limit individual comments to 500 characters or less. Comments with respect to the performance of specific district employees are not appropriate during public comment.

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.

- Stacy Kind, parent, addressed the Board of Education about mask procedures and several other points regarding Lincoln and the pandemic. Stacy Kind presented the letter she read aloud to President Williams as a matter of record.
- Deidre Burns, employee, addressed the Board supporting the 3-tier busing approach and was appreciative of all the hard work the department has put into coming up with a plan.

10.0 NEW BUSINESS

10.1 Student Trips

10.1.1 High School Band

Included in your Board packet is a request for High School Band to attend their annual band camp. Students learn the fundamentals of marching, music sectionals and the halftime show all in a location tailored to fit the band's needs. Information is included in your Board packet. This was presented for information only; Board action will be requested at a subsequent meeting.

10.2 Michigan High School Athletics Association (MHSAA) Resolution

Enclosed is the 2021-2022 MHSAA Membership Resolution, which requires annual adoption. This was presented for information only; Board action will be requested at a subsequent meeting.

10.3 Establishment of Legally Required Committees of New Trustees

It will be necessary to officially establish standing Board committees, to include Board Executive Committee, Board Planning Committee, Board Performance Committee, and Board Finance Committee. The two new Trustees will fill the vacancies on the Planning Committee. Board action was necessary.

It was moved by that we name Matthew Bentley, Trustee and Jason Moore, Trustee, to serve on the Performance Committee.

Ayes: 5

Nays: 0

Motion carried 5-0

10.4 2020-2021 Budget Amendment

General Fund Final Amendment 20/21:

- Revenue increases related to state aid adjustments since February and additional funding from WISD related to ACT 18 money.
- Expenditures reduction for unfilled positions and unused supply funds in the buildings. Most of the covid funding was budgeted in maintenance & operations as well as transportation. Maintenance budgeted expenditures increased because of these covid expenditures from the CRF grants and needed repairs around the District. This is presented for information only; Board action will be requested at a subsequent meeting.

Food Service Final Amendment 20/21:

- Adjustments to reduce revenue and expenditures to match expected actuals. Meals were provided at no cost to students this year which affected the Districts normal sources of revenue.

Community Education Amendment 20/21:

- Overall programming for community ed was significantly down due to COVID, however, the additional LAB revenue made the overall amendment small. The general fund also transferred funds to cover the assistant athletic director (from CRF money)
- Expenditures also decreased significantly due to the lack of programming happening during the 20/21 year, but there were still expenditures related to the LAB to get it going from February to April.

Custodial Fund Amendment Final 20/21:

- Revenues and expenditures adjusted to match expected outcome for this year. Activity in this fund was significantly reduced due to COVID.

This was presented for information only; Board action will be requested at a subsequent meeting.

10.5 2021-2022 Budgets

General Fund Original Budget 21/22

- Projected revenue based on foundation increase of \$250 and a loss of 25 kids from current FTE. The District is recognizing all of ESSER II (\$2.7 million) and a portion (\$1.5 million of ESSER III). Property tax revenue is calculated based on the taxable value of the District, but other local revenue (athletics & interest) is reduced as the effects of COVID on next year is still unknown.
- Expenditures projections include regular pay increases for all staff on current pay schedules, staff increases for reduction in class sizes (using ESSER III money), and transportation increases to address transportation issues (using ESSER III money). Budget also includes money for technology, maintenance, curriculum, and transportation for needed items. Will be included in the presentation on the 28th

Food Service Original Budget 21/22:

- Revenue projected to account for full reimbursement from the State of Michigan for all meals. Minimal revenue is expected from actual sales of food.
- Expenditure projection is based on cost of services needed during the year (including potential increases for the food service contract).

Community Education Original Budget 21/22:

- Revenues are projected to be more in-line with what a typical year would look like for the community education programs, but still reduced as it is unknown what effect COVID will have. The LAB revenue is mainly projected based on LAB expenditures. As this will be the first (somewhat normal year), the revenue generated with the LAB will be monitored and provided to the board on a regular basis.
- Expenditures are projected to be more in-line with a typical year. Full time positions and programs are expected. This will be monitored throughout the year and information provided to the board (for the LAB side) and the Rec Committee (for programming).

Custodial Funds Original Budget 21/22:

- Revenue and expenditures projected based on a normal year, but reduced due to COVID. As school comes back in the 21/22 fiscal year, this activity will be monitored and adjustments can be made as necessary.

This was presented for information only; Board action will be requested at a subsequent meeting.

10.6 Bond Refinancing Ratification Resolution

This is to approve and move forward with the sale of the 2011 bonds and the outstanding SBLF. This will result in the savings of about \$1.8 million over the life of this debt. Board action was requested.

It was moved by LaBombarbe and seconded by Czachorski that we adopt the Bond Refinancing Ratification Resolution as presented.

Ayes: 5

Nays: 0

Motion carried 5-0

10.7 Pediatric Therapy Associates, LLC Contract

Lincoln Consolidated Schools has partnered with Pediatric Therapy Associates since 2000 to provide additional ancillary support staff. Pam Curtis, the owner of Pediatric Therapy Associates provides staffing solutions across Washtenaw County at competitive rates.

Ancillary support staff are speech language providers, occupational therapists, and physical therapist. These roles are required for the implementation of special education services across the district. These services provide much of our Medicaid revenue. As such, they are funded through Act 18 special education funds and not IDEA. 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 May 17, 2021

11.1.2 Special Meeting May 24, 2021

Enclosed are the minutes of the May 17, 2021, Regular Meeting and May 24, 2021, Special Meeting.

It was moved by LaBombarbe and seconded by Czachorski that we approve the minutes of the May 17, 2021, Regular Meeting and the May 24, 2021, Special Meeting as presented.

Ayes: 5

Nays: 0

Motion carried 5-0

11.2 Student Trips

11.2.1 Bishop-Camp Storer

Camp Storer is a outdoor school experience that uses total immersion learning that makes science and related curriculum come alive and significantly more relevant, for each student. Board action was requested.

It was moved by LaBombarbe and seconded by Sparks that we approve the Bishop-Camp Storer Student Trip as presented.

Ayes: 5

Nays: 0

Motion carried 5-0

11.2.2 Middle School-Washington D.C.

The purpose of this student trip is to make real-life connections between middle school curriculum and the experiences in Washington D.C. area. We will explore our national government and history along with various science concepts. Board action was requested.

It was moved by LaBombarbe and seconded by Sparks that we approve the Middle School-Washington D.C, Student Trip as presented.

Ayes: 5

Nays: 0

Motion carried 5-0

11.3 Elementary iPad Carts

In keeping with the 1 for 1 device deployment in the district we are seeking board approval to purchase new iPad carts for our lower elementary classes. These carts will be stationed in the grades K-3 elementary classrooms and utilized as charging and storage for student devices to be used in the classrooms throughout the day. This will also assist the district in maintain inventory integrity. The quote is from REMC and does not require us to go out to bid. This will be fully funded through the EESR. Seeking board approval to purchase 27 iPad carts for Bishop, Brick and Childs Elementary Schools. Board action was requested.

It was moved by LaBombarbe and seconded by Czachorski that we approve the purchase of Elementary iPad Carts awarded to REMC in the amount of \$13,956.72 as presented.

Ayes: 5

Nays: 0

Motion carried 5-0

11.4 Computer Monitors for Staff

Seeking board approval to purchase 350 computer monitors for instructional and support staff. This purchase if approved will be funded by the ESSR. The current fleet of monitors in the district has is at least 8 or more years old and is struggling to run appropriately with several ceasing to function. New monitors will allow the district's instructional and support staff to provide instruction far more efficiently and effectively supporting all the latest online software and services. I recommend the approval of this purchase for 350 computer monitors from Sehi Computer products. They have been our supplier for all our laptops and desktops in the past. Board action was requested.

It was moved by LaBombarbe and seconded by Sparks that we approve the purchase of Computer Monitors for Staff awarded to Sehi Computer Products in the amount of \$38,000.00 as presented.

Ayes: 5
 Nays: 0
 Motion carried 5-0

- 11.5 Tenure and Continuing Probation Recommendations
 Enclosed are the 2021-2022 probationary and tenure teacher recommendations from administration. Board action was requested.

It was moved by LaBombarbe and seconded by Czachorski that we approve the 2021-2022 Tenure and Continuing Probation Recommendation as presented by Administration.

Ayes: 5
 Nays: 0
 Motion carried 5-0

- 11.6 Reaffirming Extended Continuity of Learning Plan (ECOL) Update

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

Ayes: 5
 Nays: 0
 Motion carried 5-0

- 11.7 Personnel Transactions

<u>ACTION ITEMS</u>				
Name	Position/Building	Effective Date	Status	Major/Step
Anita Vivian	Senior Center Coordinator	5/21/2021	New Hire	
Suzanne Allen	Bus Driver/Transportation	5/1/2021	Retirement	
Steve Mussio	Physical Education Teacher	6/11/2021	Retirement	
Name	Position/Building	Return to Work Date	Status	Approved/Not Approved
Lara Toth	Teacher, Lincoln Middle School		ADA/Leave of Absence	
Denise Burton	Paraprofessional, Childs Elementary		ADA/Leave of Absence	Approved
Marilyn Andrews	Teacher, Lincoln Middle School		FMLA	Approved
Diane Baugher	Paraprofessional, Brick Elementary		ADA/Leave of Absence	Approved
Katelyn Todd	Speech & Language Pathologist		FMLA	Approved

It was moved by LaBombarbe and seconded by Czachorski that we approve the June 14, 2021, Personnel Transactions Summary as presented.

Ayes: 5
 Nays: 0
 Motion carried 5-0

12.0 ADJOURNMENT

It was moved by LaBombarbe and seconded by Sparks that we adjourn the meeting at 7:50 p.m.

Ayes: 5
 Nays: 0
 Motion carried 5-0