

LINCOLN CONSOLIDATED SCHOOLS
Ypsilanti, Michigan
BOARD OF EDUCATION / REGULAR MEETING
February 14, 2022
6:00 p.m.
District Boardroom-Lincoln High School

OFFICIAL MINUTES

BOARD MEMBERS PRESENT

Jennifer Czachorski, President
Jennifer LaBombarbe, Vice President
Allie Sparks, Secretary
Thomas Rollins, Treasurer
Matthew Bentley, Trustee
Jason Moore, Trustee

ADMINISTRATORS PRESENT

Robert Jansen, Superintendent
Karensa Smith, Assistant Superintendent of Curriculum and Instruction
Adam Blaylock, Human Resources Director
Adam Snapp, Finance Director

OTHERS PRESENT

Edgar Brown, Jim Harless, Robert Merritt, Jeff Nowak, Laurie Price, Sherry Smith, Paula Robinette and Kerry Shelton

1.0 CALL TO ORDER

President Czachorski called the meeting to order at 6:02 pm.

2.0 ROLL CALL

Roll call showed all Board Members were present with the exception of Williams 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 Bentley that we accept the agenda as presented.

Ayes:5

Nays: 0

Motion carried 5-0

A friendly amendment was made to the agenda to add 11.12 Re-affirm Emergency Operations Plan (EOP)

6.0 PRESENTATIONS

6.1 Employee of the Month

Sandra Macias, Paraprofessional Bishop Elementary

6.2 Washtenaw County Recycling Program

Washtenaw County Public Works [School Recycling Program](#) currently includes Bishop Elementary, Brick Elementary, Childs Elementary, Lincoln High School, Lincoln Middle School, and Model Elementary in the Lincoln Consolidated Schools district. **Lauren Koloski, Environmental Supervisor,**

Washtenaw County Commissioner's Office, has asked for an opportunity to present an overview of the program. No action is requested of the Board.

- 6.3 Model Early Childhood Center
Presented by Kerry Shelton
School Readiness Goals
- Approaches to Learning
 - Language and Literacy
 - Cognitive Development and General Knowledge (Math, Science and Technology, Social Studies)
 - Social and Emotional Development
 - Physical Development and Motor Skills
- The way a child works with others and approaches tasks and learning leads to the development of critical executive functioning skills for school & life
- Percentage of children above or meeting national average in this area: Fall-44% Winter-56% Spring-63%
- Child Assessments
- The child assessment system utilized at Model is COR Advantage
 - Ongoing child assessment is an important underlying component of the High Scope curriculum.
 - Objective anecdotal notes are collected through a child's natural Play.
 - This method allows Teachers to assess a child's learning and plan meaningful learning activities.
- U.S. Department of Education Innovation (i3) Development Grant
- In collaboration with High Scope 2 Model classrooms participated in 2020-2021
 - This year we also have 2 classrooms participating.
 - Goal of the research project is to improve self-regulation skills of Preschool and Kindergarten students.
 - 5-year study
 - Expected outcome will be for teachers to have enhanced knowledge/implementation of the Plan Do Review and Conflict Resolution processes. This leads to the improved self regulation skills and improved Academic achievement.
 - [Ypsi-based HighScope uses \\$3 million federal grant to support students and teachers during pandemic](#)
- 6.4 ESSER III Meaningful Consultations
The District held a community forum on February 8th that involved the meaningful consultation which is the stipulation of the ESSER III grant. From this consultation, the District has developed a LEA plan that will be included in the application and submitted to the State of Michigan. Plans developed by the District will all be posted online by the State of Michigan. The District has until September 2023 to spend the ESSER III grant funds. Our presentation will be to communicate to the board of education what the community input was from the community forum and how the District used this information to create the LEA Plan.
- 6.5 Public Act 482021 Section 98 B Plan
Public Act 48 of 2021 section 98b requires districts, traditional public, public school academies, and intermediate districts, who wish to receive state aid for 2021-2022 year to:
Present, not later than the first board meeting in February 2022 and not later than the last board meeting of the academic year, on accomplishments of established goals.

7.0 SUPERINTENDENT AND STAFF REPORTS/CORRESPONDENCE

- 7.1 Superintendent's Report
- The Portrait of a Graduate work has started.
 - Health Department meeting on February 28th to remove mask mandate.
 - 3-teir busing has been a success. With illness, quarantine and drivers coming and going the 3-teir system has allowed the department to keep busses on the road and get kids to school on time as possible.
 - We are putting together another application for the State Police Grant.

7.2 Finance Report

7.2.1 January 2022 Food Service Report
Report included in Board packet.

7.2.2 January 2022 Enrollment Report
Report included in Board packet.

7.3 Curriculum & Instruction Report

- This past Friday was our ERPD. Childs received in-person support from Dr. Terry Flenbaugh on integrating equity into our power standards work and the HS, Bishop, and Brick received training on integrating SEL with equity. For the remainder of our 21-22 ERPD days, the entire MS staff will be engaging in the Justice Leaders protocol to build their awareness on equity, diversity, inclusion and social justice. Their shared learning will bring a stronger climate of acceptance and belonging for the staff, students and school community and will be a great opportunity for all of them to grow individually and collectively as a school community.
- Last week, we held our Community Forum in order to have a meaningful consultation about the use of our ESSER III funds.
- I am working with our administrators and curriculum leaders to begin planning for professional learning for the 22-23 school year based on the needs of the staff and community.
- Plans are being made for a possible county-wide summer programming experience for our students. I will keep the Board updated on those plans and how we will integrate our programming with it.
- Our Title I, II, III, and IV budgets have been approved, so schools will be using those funds to help meet the needs of our students academically and socially-emotionally.

8.0 BOARD REPORTS/CORRESPONDENCE

8.1 Board Executive Committee Report

The next Board Executive Committee meeting is scheduled for February 21, 2022, the minutes from February 7, 2022, will be forthcoming in the next Board packet.

8.2 Board Performance Committee Report

The next Board Performance meeting is scheduled for February 28, 2022.

8.3 Board Planning Committee Report

The Planning Committee met on February 14, 2022; minutes will be forthcoming. The next schedule meeting is March 14, 2022.

8.4 Board Finance Committee Report

The Finance committee will meet next on April 4, 2022, at 4:30pm in the Pittman Room.

8.5 Reports and Correspondence

9.0 PUBLIC COMMENT

9.1 Response to Prior Public Comment

- James Harless, resident, commented on supporting the Transportation Department initiative and wanting to include secretaries and paraprofessionals.
- Jason Jarvi and Bob Merritt, employees, thanked the Board of Education for their support and dedication.
- Jason Jarvis, employee, stated the need to enforce stop signs rules for cars and following road rules.
- Jamaica Barry, parent, addressed the Board of Education about a fight and communication form the school.

Mr. Jansen spoke to all that participated in Public Comment over the telephone the week of January 31, 2022.

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 5 minutes 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.

- Sherry Smith. Employee, made a statement about her continued discontent in regards to food service, cleaning at the middle school and would like a bonus system for the LEAO union.

10.0 NEW BUSINESS

10.1 2022 MASB Board of Directors Election

There are three candidates running for Michigan Association of School Boards (MASB) Board of Directors. The Board of Education will vote for one candidate to represent Region 7 for a three-year term on the MASB Board of Directors; their bios are enclosed. Board action is requested due to a March 2nd deadline and a Board Workshop on February 28, 2022.

Guillermo Lopez*, Lansing School District
Susan Marlin-Zeilser, Monroe Public Schools
Michael McVey, Saline Area Schools

It was moved LaBombarbe and seconded by Rollins that the Board of Education place their vote for Michael McVey for District 7, Michigan Association of School Boards (MASB) Board of Directors.

Ayes:5

Nays: 0

Motion carried 5-0

10.2 Request For Proposal (RFP) Food Service

The 21/22 school year is the final year Lincoln Consolidated Schools could renew its food service contract with Aramark. Administration is requesting Board approval to start the process of a Request

to Bid (RFP). The District will start the process of completing the request for bid documentation to be submitted to the State of Michigan for approval. Once approved, the request for bid documentation will be sent out to the state approved list of School Food Management Companies.

It was moved by LaBombarbe and seconded by Bentley that the Board of Education authorize the Superintendent or designee to Request for Proposal (RFP) Lincoln Consolidated Schools Food Service contract.

Ayes:5
Nays: 0
Motion carried 5-0

11.0 OLD BUSINESS

11.1 Minutes of Previous Meeting

11.1.1 Regular Meeting January 24, 2022

Enclosed are the minutes of the January 24, 2022, Regular Meeting.

It was moved by LaBombarbe and seconded by Sparks that we approve the minutes of the January 24, 2022, Regular Meeting as presented.

Ayes:5
Nays: 0
Motion carried 5-0

11.2 High School Course Proposals

11.2.1 Environmental Science

11.2.2 United States History in Film-Wars

11.2.3 AP Environmental Science

AP Environmental Science:

- This change is only a change in the prerequisites

US History in Film - Wars:

- Students will challenge students to question and evaluate their perception of significant events in United States history and how their understanding of history is affected by the manner in which they choose to learn about it; main focus will be on wars through debates, panel discussions, analysis papers, projects, and presentations
- The course would start the 22-23 school year pending interests, staffing, etc..
- Course is a semester long course for juniors/seniors without any prior prerequisites
- No additional FTE is needed; must have a CB or CC social studies endorsement which we already have staff that do
- Approximately \$700 for resources/materials to get the course up and running with no annual fees

Environmental Science:

- Students will have an introduction to the environmental issues we are facing today, globally, and locally. It will examine inter-relationships of the natural world, identify environmental problems both natural and human made, and solutions for solving/preventing them
- This course would start the 22-23 school year pending interests, staffing, etc...
- Course would be a yearlong course for 11th and 12th graders with a C+ or better in biology
- No additional FTE is needed

About \$15,000 to get the course up and running with an annual consumable fee of \$500

Board action was requested.

It was moved by LaBombarbe and seconded by Sparks that we approve the High School Course Proposals of Environmental Science, United States History in Film-Wars and AP Environmental Science as presented.

Ayes:5
Nays: 0
Motion carried 5-0

11.3 School Trips

11.3.1 Brick- Howell Conference and Nature Center

Brick Elementary School Student Trip Proposal is an out-of-town overnight request to Howell Nature Center in Howell, Michigan. Information is provided in your packet. Board action was requested.

It was moved by LaBombarbe and seconded by Bentley that we approve the Brick-Howell Conference and Nature Center student trip as presented.

Ayes:5
Nays: 0
Motion carried 5-0

11.4 WISD Technology Proposal

Please read the attached document provided by the WISD. Board action was requested.

It was moved by LaBombarbe and seconded by Sparks that we approve the WISD Technology Proposal as presented.

Ayes:5
Nays: 0
Motion carried 5-0

11.5 Middle School Calculator Quote

Please read the attached document provided by the Curriculum Department. Board action was requested.

It was moved by LaBombarbe and seconded by Sparks that we approve the purchase of the Middle School Calculator Quote as presented.

Ayes:5
Nays: 0
Motion carried 5-0

11.6 Additional Security Cameras

Security Camera Additions:

To add security cameras to the Facilities building, Transportation building, and additional cameras at Brick Elementary school. The additional cameras will require an additional server for video storage.

Proposal Cost:

Facilities Building Cost:

\$7,454.96 Transportation Cost: \$

\$29,788.58

Brick Elementary School Cost

\$15,288.94

Additional Server Cost:

\$20,623.09

Total Project Cost: \$73,155.57

Recommendation:

It is recommended by the Director of Facilities that the Superintendent and Board of Education move forward with the new security cameras at the facilities and transportation buildings, along with the additional security cameras at Brick Elementary School and additional server.

It was moved by LaBombarbe and seconded by Sparks that we approve the purchase of Additional Security Cameras for Transportation, Brick, Facilities Building and an additional server as presented.

Ayes:5
Nays: 0
Motion carried 5-0

11.7 Transportation Attendance Initiative

The transportation department is recommending the adoption of the following recommendations contained in the report dated January 04, 2022, to the Superintendent of the Lincoln Consolidated School District.

1. PURPOSE

The transportation department recommends an attendance bonus be put into place immediately due to the shortage of bus drivers and bus aides. There is a national shortage that is getting worse due to the Covid Pandemic. We are now at a staffing level that will have service failures and routes canceled due to any employee calling off work. We have had staff retire, pass away, and job hop for more money that has now put us in a place that will take months to dig out of.

2. OPTION

A. I recommend instituting the attendance bonus that is structured as a per hour increase of \$3 per hour that will give me the selling opportunity to new hires to be competitive with the hourly rate to our neighboring schools if they work all shifts for the entire week. The bonus will be on a week-to-week basis and managed by myself and Becky Miller through a shared spreadsheet for accuracy. Adam Snapp created a spreadsheet, which is attached to this proposal highlighting the cost.

3. RECOMMENDATION

By having this bonus retroactively starting on January 03, 2022, we are hopefully to have every employee come in daily, so we do not have service issues transporting the students within the pandemic environment.

It is recommended that:

1. The Superintendent approves the attendance bonus for the \$3.00 per hour for each transportation employee that works all their shifts for the entire week. By structuring the attendance bonus this way, we can eliminate the need for ongoing pay increases while still being competitive in the job marketplace. The entire cost of the attendance bonus is approximately \$126,553 as shown on the attached page.

Board action was requested.

It was moved by LaBombarbe and seconded by Bentley that we approve the Transportation Attendance Initiative supported by the Transportation Director and Superintendent as presented.

Ayes:4
Nays: 1
Motion carried 4-1 (Sparks)

11.8 January 2022 Finance Report

Enclosed are the January 2022, Financial Reports. The Superintendent recommends approval as presented.

It was moved by LaBombarbe and seconded by Sparks that we approve the January 2022, Finance Report as presented.

Ayes:5
Nays: 0
Motion carried 5-0

11.9 January 2022 Check Register

Enclosed is the January 1-31, 2022, check register in the amount of \$1,865,562.66. The Superintendent recommends approval as presented.

It was moved by LaBombarbe and seconded by Sparks that we approve the January 1-31, 2022, check register in the amount of \$1,865,562.66 as presented.

Ayes:5
 Nays: 0
 Motion carried 5-0

11.10 January 2022 Trust and Agency

Enclosed is the January 2022, Trust & Agency Report. The Superintendent recommends approval as presented.

It was moved by LaBombarbe and seconded by Rollins that we approve the January 2022, Trust & Agency Report as presented.

Ayes:5
 Nays: 0
 Motion carried 5-0

11.11 Personnel Transactions

<u>ACTION ITEMS</u>				
Name	Position/Building	Effective Date	Status	Major/Step
Jacob Henriksen	Router/Transportation	2/3/2022	New Hire	
Jason Fredenburg	Dispatcher/Transportation	2/3/2022	New Hire	
Walter Boykin	Elementary Virtual Teacher	1/25/2022	New Hire	BA/6
Michael Althoen	Teacher/Lincoln Middle School	1/21/2022	Retirement	
Robin Galler	Science Teacher/Lincoln High School	1/26/2022	New Hire	BA/2
Precious Franklin	Bus Driver/Transportation	1/26/2022	New Hire	
Nicole Clarke	Bus Aide/Transportation	1/26/2022	Termination	
Tiffany Tomlin	Bus Aide/Transportation	1/27/2022	New Hire	
Ashton Fryer	Bus Driver/Transportation	2/1/2022	New Hire	
Ashley Hurd	Bus Driver/Transportation	2/7/2022	New Hire	
Nicole Livey	Bus Driver/Transportation	2/1/2022	Resignation	
Dawn Hughes	Teacher/LCS Virtual Academy	1/31/22	Retirement	

It was moved by LaBombarbe and seconded by Sparks that we approve the February 14, 2022, Personnel Transactions Summary as presented.

Ayes:5
 Nays: 0
 Motion carried 5-0

11.12 Re-affirm Emergency Operations Plan (EOP)

This language was approved December 9, 2019, and will need to be re-affirmed every two years per new direction from the WISD

"A school district, intermediate school district, or public school academy that adopts and implements a statewide school safety information policy under section 1308 that meets the requirements under subsection (3) is in compliance with subsection (2)."

[http://www.legislature.mi.gov/\(S\(po1hgvpe1j0nrffxwiwjoo\)\)/mileg.aspx?page=GetObject&objectname=mcl-380-1308b](http://www.legislature.mi.gov/(S(po1hgvpe1j0nrffxwiwjoo))/mileg.aspx?page=GetObject&objectname=mcl-380-1308b) The guidance from MSP was updated 11/21/19 to provide a secondary option to adopt the statewide school safety information policy. However, the full legislation reads that, in order to adopt the policy you must already have adopted an EOP that meets criteria outlined in section 3 of the legislation. When we originally met to review the EOP, we compared our WISD formerly adopted document to the new template provided by MSP and realized we were missing the depth and breadth

requested by MSP. Conversations with our Emergency Manager prior to the last round of MSP Competitive School Safety Grants further highlighted that our plans needed more depth before approval and, subsequently, before we could opt to use the statewide school safety information policy.

The document attached in the Board packet has been edited to say, Lincoln Consolidated Schools. Please take note; the final document will have each building within the District having their own Emergency Operations Plan and their school name on the document.

Board action was requested.

It was moved by LaBombarbe and seconded by Sparks that we reaffirm the District Emergency Operations Plan (EOP) as presented.

Ayes:5

Nays: 0

Motion carried 5-0

12.0 CLOSED SESSION

12.1 Negotiations

It will be necessary to enter closed session to discuss negotiation, not to return to open session.

A roll call vote was necessary.

In pursuant to Sections 8(c) of the Open Meetings Act, it was moved by LaBombarbe and seconded by Sparks that we enter closed session to discuss the Superintendent Evaluation, not to return to open session.

Ayes: 5 LaBombarbe, Sparks, Bentley, Rollins and Czachorski

Nays: 0

Motion carried 5-0

13.0 ADJOURNMENT

President Czachorski declared the meeting adjourned to closed session at 8:25 p.m. not to return to open session.