

**LINCOLN CONSOLIDATED SCHOOLS**  
**Ypsilanti, Michigan**  
**BOARD OF EDUCATION / REGULAR MEETING**  
**September 12, 2022**  
**6:00 p.m.**  
**District Boardroom-Lincoln High School**

**OFFICIAL MINUTES**

**BOARD MEMBERS PRESENT**

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

**ADMINISTRATORS PRESENT**

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

**OTHERS PRESENT**

Edgar Brown, Jim Harless, Mary Aldridge, Luther Mayfield, Cynthia Mayfield, Amy Baxter, Patricia Barthwell, Laura Carl, Joey Huag, Robert Williams, Shane Malmquist, Paula Robinette, Michael Smith, Charlotte Allum, Stay Kind and Jeff Nowak.

**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.

**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 Williams that we accept the agenda as presented.

Ayes:7

Nays: 0

Motion carried 7-0

**6.0 PRESENTATIONS**

**6.1 Employee of the Month**

We hired Luther as a para in my building during my third year at Childs. From his first interview, we knew that Luther was something special. He didn't have a lot of formal experience with students but he had a way about him and his personal story made me think he'd be a good fit for Childs. He wasn't just a good fit; he is a great fit. He draws students to him with his big heart, ready smile, and fantastic singing voice. Students know when an adult truly cares about them, and our students return that affection and respect back to him. Luther is also highly respected by the teaching staff. Everyone is so supportive of him returning to school to receive a special education endorsement and

we are all praying that once he becomes a certified special education teacher, he'll be with Lincoln having an even greater impact on our students for many years to come.  
Luther Mayfield is an amazing human being, and Lincoln Consolidated Schools is blessed to have him on our team.  
Mary Aldridge

6.2 Summer School Review  
Presented by Karensa Smith  
Elementary-Lincoln Learning Camp

- Participants
  - Kindergarten - 34 enrolled, 32 attended
  - 1st Grade - 56 enrolled, 49 attended
  - 2nd Grade - 48 enrolled, 45 attended
  - 3rd Grade - 37 enrolled, 32 attended
  - 4th Grade - 31 enrolled, 25 attended
  - 5th Grade - 30 enrolled, 30
- Areas of Focus
  - Reading, Math and STEM

Lincoln Middle School Summer Academy

- Participants
  - 6th Grade: 18 - 6 no shows
  - 7th Grade: 19- 3 no shows
  - 8th Grade: 22- 3 no shows
  - Total Attendance = 47
- Areas of Focus
  - Exact Path
  - SEL Daily Activities
  - Healthy Habits

Lincoln High School Summer School

- Participation
  - 186 students
  - Total number of courses complete-575

6.3 Curriculum & Instruction

6.3.1 ESSER III Meaningful Consultations

Through our Strategic Planning we plan to hold community forums and will continue to gather community input to modify our current LEA Plan. The information will be shared with the Board of Education.

6.3.2 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 2022-2023 year to: Present, not later than the first board meeting in February 2023 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

- Happy Birthday Jennifer LaBombarbe!
- Red Rover is up and running and PD was offered to all secretarial staff
- We were awarded of second safety grant.
- We currently have 297 Kindergarten students!

7.2 Human Resources Report

- 43 New Hires in Total in August & September Personnel Transactions
- 26 New Teachers in August & September Personnel Transactions

- Highest first year teacher salary for new teachers in Washtenaw County
- Red Rover Implementation is moving forward. We have had one payroll with a large number of staff using timekeeping. This upcoming payroll is the first major payroll in the new system. We are continuing to monitor and work with the business office to ensure continuity of pay and a smooth transition.

### 7.3 Student Services Report

#### 1. Vacancies

- a. District Wide School Psychologist.
- b. LMS. 1.0 FTE Speech Language Provider
- c. Model. 1.0 FTE Early Childhood Special Education Teacher
- d. Model. .5 FTE Contract Speech Language Provider.
- e. District Wide Special Education Supervisor. Posted this week.

#### 2. Current numbers.

As of 9/7/22, LCS has 752 students with active IEPs. Several move-ins are still being processed which will bring these numbers up.

#### 3. Office of Civil Rights and Office of Special Education Programs released updated guidance on discipline for students with disabilities in August.

- a. Need to update and align 2018 Special Education Discipline Manual.
- b. Need to train 504 coordinators on new discipline document requirements.

#### 4. Michigan Department of Education, Office of Special Education has informed districts of the new areas of focused monitoring for 23-24 school year. Least Restrictive Environment and delivery and documentation of IEP accommodations.

### 7.4 Facilities & Maintenance Report

#### **Custodial**

- The team did an outstanding job of summer cleaning, the building were ready for students by August 5<sup>th</sup>, almost a month before school started.
  - Most of this was attributed to the new flooring that was put in during the bond, which also saved the district a lot of money without the need to wax.
- We continue to work on staffing – Currently 4 open positions, so we are chipping away at it!
  - Enviro-clean has increased hourly rates with their own funds for the Asst. Supervisor, the head custodians at LHS, LMS, and the PM shift leads at LHS, LMS, and Brick & added a trainer.
- We have set up monthly meetings between the Facility Dir., Sup. and Enviro-Clean Senior Mgt

#### **Grounds**

- All parking lots/roadways have had pot hole repairs, replacement patches, and new lines completed.
- All main entrances have had new mulch and clean up done on the flowerbeds before school started.
- Concrete replacement is in progress at the front pool entrance.
- Both turf surfaces were chemically cleaned, groomed, rubber added, and repairs made by the manufacturer.
- We are continuing to work on landscaping around the LAB & BB/SB complex.

#### **Maintenance**

- LHS
  - Major repairs have been completed to the high school chiller systems, with systems running the best I have seen them since I've gotten to the district.
  - We have moved the athletic department to their new location by the East Gym
  - We are working on the new Virtual Academy space
  - The men's west locker room has been renovated, and the space looks great! Kids can now put all their football gear in the lockers.
  - We are in the process of painting the 1300/1400 wing at the high school.
- LMS
  - We have painted the entire main office at the middle school, it looks fantastic!

- Brick
  - We painted over 12 classrooms at Brick.
  - We have fully remodeled three new restrooms, all of them look amazing with touchless water, soap and hand dryer systems. This will also save the district money on reduced paper towels.
- This will be the model of all restrooms throughout the district.
  - A ton of work has went into the HVAC systems, the building is running very efficient.
  - We have scheduled the replacement of 5 classroom floors where tiles are popping up.
- Childs
  - New parent drop off/PU lots created
  - We have scheduled concrete replacement outside the main office entranceway.

#### **Safety/Security**

- All security door systems were tested last month, with minimal repairs needed.
- A door barricade audit was conducted throughout the district, where we only found 5 doors that needed to be addressed
- The team is cleaning up the fence line around the bus lot, to allow for better sight lines.
- The cat-tails have been removed in the front of the high school parking lot, to allow for better visibility.
- Front entrance video monitor added at Brick's main office.
- 13 new exterior doors installed at Bishop elementary with MSP grant funding.

#### **Other**

- Stadium building design has been approved. We are working with the architect and a builder to finalize the cost structure and ways to value engineer the buildings to keep costs at bay.
- I will have a proposal from DTE back at the end of the week to move all our exterior lighting systems to them, which will move all our lighting to LED for improved lighting, lower costs, no future maintenance costs, and a rebate back to the district.
- I am working to update the district capital improvement plan, in preparation for the new strategic plan.

### **8.0 BOARD REPORTS/CORRESPONDENCE**

- 8.1 Board Executive Committee Report  
Next Executive Committee meeting will be held on September 19<sup>th</sup> at 5:30pm in the Pittman Room.
- 8.2 Board Performance Committee Report  
The next Performance Committee is scheduled for September 26<sup>th</sup> at 5:00pm in the Pittman Room.
- 8.3 Board Planning Committee Report  
The Planning Committee met on September 12<sup>th</sup> to receive new Miller Johnson policies and will meet next on September 26<sup>th</sup> in the Pittman Room.
- 8.4 Board Finance Committee Report  
The next scheduled Finance Committee meeting is October 3rd at 4:30pm in the Pittman Room.
- 8.5 Reports and Correspondence  
No reports

### **9.0 PUBLIC COMMENT**

- 9.1 Response to Prior Public Comment
  - Jim Harless, resident, stated his wife retired and the transition was much better, and he appreciated the timeliness.
- 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.

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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, resident, raised several of her concerns including transparency, use of the bathrooms and security. President Czachorski responded via email.
  - Mike Smith, resident, applauded the high school for welcoming their exchange student with open arms and making it an easy transition for the student.
  - Robert Kind, resident, had concern with the LAB and using technology that may not be easy for everyone. Mrs. Czachorski emailed Mr. Kind and forwarded his concerns to the Athletic Department.

*(Recess 7:43pm/return to open session at 7:48pm)*

**10.0 NEW BUSINESS**

10.1 Student Discipline

10.1.1 Student #1

The Board Discipline Committee met on August 24, 2024, to conduct a disciplinary hearing for Student #1 and their recommendation is included in your packet. The Superintendent and Discipline Committee recommend approval as presented.

It was moved by LaBombarbe and seconded by Bentley that we approve the recommendation of the Board Discipline Committee relative to disciplinary sanctions for Student #1 as presented.

Ayes:7

Nays: 0

Motion carried 7-0

10.2 Strategic Planning Proposal

Mr. Jansen will go over the proposals at the table at Monday's Board of Education meeting. 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 August 22, 2022

11.1.2 Closed Session August 22, 2022

Enclosed are the minutes of the August 22, 2022, Regular Meeting and Closed Session

It was moved by LaBombarbe and seconded by Rollins that we approve the minutes of the August 22, 2022, Regular Meeting and Closed Session as presented.

Ayes:7  
Nays: 0  
Motion carried 7-0

11.2 Global Psychological Contract

**Global Psychological**

This contract is a continuation of contracted psychologist services with Global Psychological. Tony Pendleton supported Lincoln Consolidated Schools throughout the 2021-2022 school year with challenging student evaluations and general support to our psychologist needs. This contract is to provide some additional support to our school psychologists and allow for Mr. Pendleton and his team to be used to support our school psychologist team. The expected cost for the 2022-2023 school year is approximately \$40,000.00

Board action was requested.

It was moved by LaBombarbe and seconded by Bentley that we approve Global Psychological Contract as presented.

Ayes:7  
Nays: 0  
Motion carried 7-0

11.3 Personnel Transactions

<u>ACTION ITEMS</u>				
Name	Position/Building	Effective Date	Status	Major/Step
Jennifer Arnold	Paraprofessional/Lincoln High School	8/22/2022	Transfer	
Nicholas Michael	Teacher/Lincoln Middle School	8/23/2022	New Hire	MA Step 3
Vicki Echegoyen	Teacher/Lincoln Middle School	8/18/2022	New Hire	MA Step 20
Benjamin Crews	Social Worker/Brick Elementary School	8/22/2022	New Hire	MA Step 3
Katrina De Kleine	Speech, Language Pathologist/Bishop Elementary School	8/22/2022	New Hire	MA +30 Step 6
Chasity Korte	Associate Teacher/Model Elementary School	8/23/2022	Transfer	
Tisha Williams	Teacher/Lincoln High School	8/22/2022	New Hire	BA Step 4
Brandy Rice	Paraprofessional/Bishop Elementary School	8/22/2022	Transfer	
Beth Hone	Associate Teacher/Model Elementary School	8/22/2022	New Hire	
Kathya Marino	Paraprofessional/Lincoln Middle School	8/23/2022	New Hire	
William Brenner	Diving Coach/Community Recreation	8/23/2022	New Hire	
Marian Francis	Noon Supervisor/Brick Elementary School	8/26/2022	New Hire	
Amber Brendtke	Bus Aide/Transportation	8/22/2022	New Hire	
Turner Labadie	Receptionist/Lincoln Athletic Building	8/26/2022	New Hire	
Tyler Kellar	Receptionist/Lincoln Athletic Building	8/25/2022	New Hire	
Kimberly Weck	Teacher/Lincoln High School	8/25/2022	New Hire	MA Step 10
Lara Aljammali	Teacher K/1/ Bishop Elementary School	8/29/2022	New Hire	BA Step 3

Jessica Spangler	Paraprofessional/Childs Elementary School	8/23/2022	New Hire	
Samuel Someah-Kwaw	Bus Driver/Transportation	8/22/2022	New Hire	
Brandy Muscato-Johnson	Spanish Immersion Y5/K Teacher/Bishop Elementary School	8/30/2022	New Hire	BA Step 3
Laura Good	Noon Supervisor/Brick Elementary School	9/6/2022	New Hire	
Tammy Hoops	Part-Time Assistant Secretary/Student Services Department	9/7/2022	New Hire	
Tanya Taylor	Paraprofessional/Lincoln Middle School	8/29/2022	New Hire	
Donna Bentley	HR Generalist/Human Resources	9/1/2022	New Hire	
Pam Robbins	Teacher/Lincoln Middle School	8/18/2022	Retirement	
Timothy Cates	Bus Driver/Transportation	8/15/2022	Resignation	
April Krey	Headstart Paraprofessional/Model Elementary	8/20/2022	Resignation	
Eugenia Rankins	Bus Aide/Transportation	8/22/2022	Resignation	
Claire Lovins	Band Director/Lincoln Middle School	8/24/2022	Resignation	

It was moved by LaBombarbe and seconded by Moore that we approve the September 12, 2022, Personnel Transactions Summary as presented.

Ayes: 7  
Nays: 0  
Motion carried 7-0

**12.0 ADJOURNMENT**

It was moved by Sparks and seconded by Williams that we adjourn the meeting at 8:10 p.m.

Ayes: 7  
Nays: 0  
Motion carried 7-0