

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

OFFICIAL MINUTES

BOARD MEMBERS PRESENT

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

ADMINISTRATORS PRESENT

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

OTHERS PRESENT

Edgar Brown, Jim Harless, Robert Merritt, Arnituris Garland, Julianne Merritt, Nathan Soos, Dalana Sanders, Briana Jones, Karen Nowak-Rockford, Rebecca Nowak, Mike Thorn, Robert Williams, Paula Robinette, Jeff Nowak and Stacy Kind

1.0 CALL TO ORDER

Vice President LaBombarbe called the meeting to order at 6:00 pm.

2.0 ROLL CALL

Roll call showed all Board Members were present with the exception of Czachorski.

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 Rollins and seconded by Williams that we accept the agenda as presented.

Ayes:6

Nays: 0

Motion carried 6-0

6.0 BOARD BUSINESS/PRESENTATIONS

6.1 Employee of the Month

I would like to recognize Rebecca Nowak for employee of the month. Every time I see her in the hallway she has a great big smile on her face. She is truly trying to make this year the best year ever by sponsoring activities like the Opening Assembly skits, Post-It Note Mural, Button/Pin Art Contest, and Pep Rally. Her recent project with the LMS students and Bishop students was a wonderful way to connect our buildings. My students love their art projects and are always proud to share what they have made. Thank you, Ms. Nowak!

Sincerely, Andrea Adams

6.2 Facilities and Maintenance Presentation

Presented by Phil Bongiorno

District

- o Bishop
 - Major Asphalt repairs to sink holes & sinking manhole covers.
- o Brick
 - Renovated three restrooms.
 - Classroom flooring replacements.
 - Major repairs to sinking manhole covers.
- o Childs
 - Asphalt drive replaced to front parking lot.
- o LMS
 - Main office (major roofing replacement, window repairs, removal of wallpaper, and mildew/mold mitigation).
- o LHS
 - New counselor suite, virtual academy, and athletic offices created.
 - Renovated men's west locker room.
 - Major concrete repairs completed by

Painting Projects

- Brick Elementary School
 - o Painted 13 classrooms.
 - o Kitchen dry storage area.
- LMS
 - o Painted the entire main office, along with all axillary offices.
- LHS
 - o 1300 and 1400 hallways and replacing all cove base. All hallways have now been painted throughout the building.
 - o West men's pool lock room.

Major Repair Projects July 1, 2021-June 30, 2022

Bishop \$88,566

- Parking lot repairs, P.A. Replacement, New Special Education room, Additional badge readers, & HVAC.

Brick \$132,741

- Doors/Hardware, Plumbing repairs, Parking lot repairs, Playground mulch, RAHS Clinic addition, Asbestos abatement, & HVAC.

Childs \$86,614

- Entire building painted, & playground mulch.

Model \$26,143

- Additional door barricades, major plumbing repairs, and parking lot resurfaced.

LMS \$61,940

- Facia cleaned around exterior of building, Gym floor refinished, Door repairs/replacements, additional door barricades, & plumbing repairs.

LHS \$393,722

- Door replacements/repairs, Gym floors refinished, Major boiler/HVAC repairs, Major electrical repairs, Irrigation pump replacement, Painting projects, & completed projects.

Other Improvements

- Extremely successful summer cleaning, mostly 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 floors.
- Implemented a new fertilization/weed management plan on all high visibility areas.
- The new grounds team is doing outstanding.
- Improvement to reduce parking on grassy areas around the LAB; fencing, stones, & curbs added.
- Moved the district to MERV13 filters for improved air quality.
- Improved HVAC response with new vendor in place.

Remaining Bond Projects

- Lincoln Stadium Building

- o Currently in the cost estimating stage.
- o Out for bid by the end of November 2022.
- o Start project Spring 2023.
- o Project planned to be finished by August 2023.

Safety and Security

- Applied for Michigan State Police Grant (MSP) – District Awarded \$30,000 for replacement exterior doors at Bishop. Project completed.
- Additional cameras added to Brick Elementary.
- Security cameras added to the facility building & transportation building.
- Monthly security door audit started this school year to test systems, and ensure they are in working order.
- New exterior signs added to the high school for first responders to easily find key entrances.
- Interior wayfinding signs will be going up soon in the high school, to assist first responders with finding their way through the building.
- High growth areas have been cut down to improve visibility in the front parking lot of the high school, Bishop main office, and around the transportation fence line.
- District security assessment conducted, awaiting reporting for recommendations from the safety committee to prioritize needs.

Cost Saving Measurers-Move all exterior lighting to DTE

- Energy savings rebate check for \$11,201.67.
- 2022 electric bill credit of \$62,274.45
- The District will realize a year over year savings by moving all exterior lighting to LED.
- The District will no longer be responsible for lamp replacement, pole or electrical repairs The last three years the district spent approximately \$19,665 on lamp replacements, and approximately \$66,442 for a total of \$86,107 in repairs.

7.0 SUPERINTENDENT AND STAFF REPORTS/CORRESPONDENCE

7.1 Superintendent's Report

- Thanked Board of Education for their support. Congratulated Board Members on the election results.
- Dr Shivers will continue Board training at the December 12th meeting.
- Strategic Plan has started the beginning stages with a core Admin group.
- Excited about Prisms of Reality getting to the students in this unique learning experience.

7.2 Student Services Report

1. Vacancies

- a. District Wide School Psychologist.
- b. Model. 2.0 FTE Early Childhood Special Education Teacher
- c. District Wide Special Education Supervisor.

2. Positions filled

- a. Contract SSW to cover medical leaves.
- b. Contract Speech Language Providers at Middle School and Model

3. Current numbers.

- As of 11/14/22, LCS has 770 students with active IEPs.

4. WISD has filled the Least Restrictive Environment Teacher Consultant. This person is primarily assigned to LCS. Her first day was 11/3/22.

5. Staffing experience.

- We have more special education providers on staff than June 2022. However, we have seen a reduction in the levels of experience

7.3 Transportation Report

- Still in need of bus drivers.
- The use of yard signs has been implicated in hope of attracting more drivers.
- The department will be redoing routes in November to equalize number on each bus.

- The Board requested the ridership program be used to it's full potential going forward.

8.0 BOARD REPORTS/CORRESPONDENCE

- 8.1 Board Executive Committee Report
Next Executive Committee meeting will be on November 17, 2022, at 5:30 pm
- 8.2 Board Performance Committee Report
The next Performance Committee meeting will be held on November 28, 2022, at 5:30pm.
- 8.3 Board Planning Committee Report
The Board Planning Committee met on November 11, 2022 and will meet next on December 12, 2022.
- 8.4 Board Finance Committee Report
Board Finance Committee will meet next on December 12, 2022.
- 8.5 Reports and Correspondence
- Middle School had an excellent Washington DC Trip.
 - Thanks Moore, Bentley and Sparks and congratulated Stacey Kind.

9.0 PUBLIC COMMENT

- 9.1 Response to Prior Public Comment
- Christie Pinnou, employee, stated she is not happy with the change in her position of the math interventionalist at the Middle School.
- 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.

- Stacy Kind, resident, and new Trustee thanked the Board of Education and looks forward to working with the current Board in the future.

10.0 NEW BUSINESS

10.1 Student Discipline

10.1.1 Student #4

The Board Discipline Committee met on October 31, 2022, to conduct a disciplinary hearing for Student #4 and their recommendation is included in your packet. The Superintendent and Discipline Committee recommend approval as presented.

It was moved by Williams and seconded by Rollins that we approve the recommendation of the Board Discipline Committee relative to disciplinary sanctions for Student #4 as presented.

Ayes:6

Nays: 0

Motion carried 6-0

10.1.2 Student #5

The Board Discipline Committee met on November 3, 2022, to conduct a disciplinary hearing for Student #5 and their recommendation is included in your packet. The Superintendent and Discipline Committee recommend approval as presented.

It was moved by Williams and seconded by Rollins that we approve the recommendation of the Board Discipline Committee relative to disciplinary sanctions for Student #5 as presented.

Ayes:6

Nays: 0

Motion carried 6-0

10.2 Student Trip

10.2.1 High School Greece/Rome

High School Social Studies trip scheduled for 2024 to Italy and Greece. This was presented for information only; Board action will be requested at a subsequent meeting.

10.2.2 HBCU Tour Trip

The LHS Black Student Union has been working with CE Tours to plan an HBCU (Historically Black Colleges and Universities) Tour trip in North Carolina over Spring Break of 2023. We would take a flight to Charlotte, N.C. on March 27 and return by flight on March 30; however, motor coach would be used to travel each day that we are in N.C. The total cost would be \$53,481.00 (\$1,782.70/student) for 20 students and 5 adults. We have flexibility to change the number of attendees at any point (airline tickets are nonrefundable but a credit would be given to that student's family if the cost is not covered by fundraising). We plan to take 11-12th grade students but will open it up to 10th grade if necessary. This cost includes flights, hotel and bus accommodations, 3 meals/day, nightly hotel security, and the admission for all activities/attractions. In total, CE Tours has planned for us visit 4 HBCUs along with 3 museums/science centers and 2 arcades over the 4-daytrip. This was presented for information only; Board action will be requested at a subsequent meeting.

10.2.3 Cultural Exchange Program

The tentative plan for this cultural experience includes a 3-week direct exchange program in which Bishop students travel to Madrid, Spain in early Spring of 2023 and students from the Liceo Europeo school in Madrid, Spain visit Ypsilanti for three-weeks in late Spring of 2023. All students will be hosted in family homes so they can be fully immersed in the culture. We have been in contact with the Liceo Europeo school in Spain and we are both planning a diverse itinerary for students to experience the music, history, food, sports, nature and friendships in both cultures.

We have assembled a great team of administrators, teachers and parents to plan this trip. This experience is fully backed by myself as the principal of Bishop Elementary, and Mr. Robert Jansen our current Superintendent of schools, and former Bishop principal. We have bilingual teachers available to assist with language and some of our teachers have studied abroad in Madrid. Our long-term plans are for this direct exchange program to occur every year, giving even our youngest children an experience to look forward to during their 5th grade year. The benefits of this program are immense; for our students, it allows them an opportunity to use the language skills they have worked so hard to gain and in working towards global citizens and building compassion and empathy for people around the world making them the peacemakers of our future. We see the benefits to our community as we strive to show them the great place that is Ypsilanti and Lincoln Consolidated Schools. This was presented for information only; Board action will be requested at a subsequent meeting.

10.3 DTE Lighting Project

The district will receive an energy savings rebate check for \$11,201.67; a credit of \$62,274.45 on its 2022 electric bill; realize a year over year savings per nominal watt moving to cost effective LED lamps and savings on maintenance cost in lamp replacement, pole repairs, electrical repairs, etc.

DTE will manage all repairs moving forward with an estimated 3-5 turnaround time for service calls; purchase the exterior lighting infrastructure from the district; upgrade all exterior lighting to LED fixtures; replace poles/wiring as needed at an estimated cost of \$282,689.41, with no cost to the district; move all lighting to a dusk to dawn photo eye, which will automatically turn lights on/off.

This would be a 5-year agreement, with a month to month service agreement after the 5 years, until a mutual written consent of both parties is agreed upon.

Recommendation:

It is recommended that the district move forward with DTE's master service agreement so the district can realize a year over year energy savings, an upfront cost savings, a cash rebate check, and a year over year maintenance savings.

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

10.4 Summer Tax Resolution

Enclosed is the Annual Summer Tax Resolution. School districts that previously authorized a summer tax levy and wish to continue with that authorization for the 2020 tax year must adopt this resolution to continue that levy. A copy of the approved resolution must be filed with each township in the district before January 1, 2023. This was presented for information only; Board action will be requested at a subsequent meeting.

10.5 Bus Air Conditioning

The transportation department is recommending the adoption of the following recommendations contained in the report dated October 06, 2022, to the Superintendent of the Lincoln Consolidated School District.

1. PURPOSE-The transportation department is seeking to improve our bus fleet by having after-market air conditioning units installed on all regular education buses, (the special needs buses already have air conditioning installed and the older spare buses will not have air conditioning installed). We would be the first district in the county to have all our buses equipped with air conditioning. We feel that having buses equipped with air conditioning will draw more students to our district and increase ridership on the bus fleet. We also believe that recruitment for drivers will increase due to having all buses equipped with air conditioning. As we continue to strive to be a leader in transportation in our surrounding area, we feel that the industry is moving in this direction and we would be the first to take this step, putting us out there as the leader for innovation.

2. ANALYSIS-We received quotes from two separate companies on almost identical technology and costs. There is roughly a \$24,000 difference between the two companies and the cheaper one is actually a better unit for the mechanics to work on and install. Having air conditioning on the buses

will help with student safety and recruitment as well as driver recruitment. The total cost of the project will be \$214,200.00 and should be completed in time for the spring warm up. This project will replace the existing expense of the new bus purchases that will not be ready this fiscal year of \$366,345.00, thus saving \$152,145.00 from the 2022-2023 school year budget. We will move the new buses to next school year's budget as they will not be ready until after July 2023.

RECOMMENDATION

It is my recommendation to purchase the fuel management system through Eco Fuel Services.

It is recommended that:

1. The Superintendent approves the purchase of the after-market air conditioning retrofit on all newer regular education buses for the total price of \$214,200.00 in replacement of the purchase of 3 new buses for \$366,345.00, saving \$152,145.00 from the 2022-2023 transportation budget.

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 October 24, 2022

Enclosed are the minutes of the October 24, 2022, Regular Meeting

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

Ayes:6

Nays: 0

Motion carried 6-0

11.2 Student Trips

11.2.1 Middle School Walleye Game

This is yearly trip for 7th grade students. The cost of the trip for students is \$10 which includes their ticket and lunch. Lincoln busing will be used, however the cost of transportation will be reimbursed by the Walleye Education Foundation. Board action was requested.

It was moved by Williams and seconded by Sparks that we approve the Middle School Walleye Game as presented.

Ayes:6

Nays: 0

Motion carried 6-0

11.3 Cameras High School, Middle School and Childs

Security camera replacement for Lincoln Middle and High School that is meant as a replacement, not expansion. We currently have two proposals (quotes) to set a foundation but may require an RFP. This is a request for to authorize Technology to engage in the process to vet and purchase a replacement camera system for the secondary buildings.

The current cameras at LMS and LHS are from an earlier system that is not supported anymore. The system has not been updated over time and has resulted in a segmented camera system within the district: one system at the elementary schools and LAB while an older system exists at the secondary buildings. This would be to bring the district under a single system. Board action was requested.

It was moved by Moore and seconded by Williams that we approve the purchase of cameras for the High School, Middle School and Childs and if necessary a RFP will need to be issued.

Ayes:6

Nays: 0

Motion carried 6-0

11.4 2021-2022 Audit Report

The 2021-2022 Audit Report will be presented during Presentations. Lewis & Knopf and Adam Snapp will be available for questions.

The audit for the year ending June 30, 2022, has been completed and the District has obtained an Unmodified opinion on the financial statements and audit of federal awards. This means that the auditors are giving reasonable assurance the financial statements are fairly presented.

The federal grants selected for audit were:

Child Nutrition Cluster

Education Stabilization Fund (ESSER Equity, ESSER Formula, ESSER II, Benchmark Assessment, Summer programming, Credit Recovery, ESSER III)

In total, \$7,406,589 of a \$9,993,941 of federal expenditures were audited.

The District used one-time money in 21/22 of \$5,006,730 (ESSER II & ESSER III). Most of the remaining amount of ESSER III (\$3.7 million) is expected to be used in the 22/23 fiscal year. There will be a revenue gap to fill after the ESSER funds are used up.

There were no identified findings or comments included with the financial statements or single audit. Board action was requested.

It was moved by Moore and seconded by Rollins that we approve the 2021-2022 Audit Report with no identified findings as presented.

Ayes:6

Nays: 0

Motion carried 6-0

11.5 Truck for Maintenance Department

The facilities department is requesting the purchase of a new/used work truck to support the needs of the district. The district facilities fleet is getting outdated with an average age of 15 years and currently does not have enough equipment for users during the winter plowing season. The purchase of a new/used facilities truck to add to the district's fleet not to exceed \$60,000 for the 2022-2023-school year. It is also a recommendation for the board of education to consider budgeting funds for the purchase of a new facilities vehicle every 3 years to keep the fleet newer and reduce the cost of maintenance. Board action was requested.

* This item was tabled pending the answers to questions the Board of Education had in reference to the truck purchase

11.6 Special Ed Social Work Contract

Social Workers at two elementary buildings are either on a leave of absence or expect to be on a leave of absence during the 2022-2023 school year. In order to support our students and ensure special education compliance, District administration connected with a staffing company that is able to provide a limited license contract social worker for the remainder of the 2022-2023 school year. Board action is requested.

It was moved by Bentley and seconded by Rollins that we approve the contract for a contract social worker as presented.

Ayes:6

Nays: 0

Motion carried 6-0

11.7 Prisms of Reality Curriculum

Prisms of Reality is a virtual reality pilot program that is developing curriculum for secondary students in math and science. Lincoln Consolidated Schools has the opportunity to be one of the first schools in the State of Michigan to implement the Prisms of Reality program. The District is working with teacher leaders to identify the right opportunity for implementation. The Board of Education

authorizes Mr. Jansen or his delegee to negotiate with the vendor regarding the terms and implementation of the Prisms of Reality system.

Request to contract with [Prisms VR](#) to purchase VR headsets and supplemental academic software. This would provision one classroom at LHS and one at LMS with sufficient licensing, management tools, accessories, and professional development. Technology is requesting the Board to approve this partnership for roughly \$73,562 (pending final quote).

Prisms VR is a startup that is developing supplemental instructional modules beginning with math and expanding into other core subjects (science is to be released next fall). After extensive review with administrators, teaching staff, and students it was overwhelmingly well received as a potentially powerful tool for helping to not only engage students in academic content, but help bridge the relevancy gap between classroom subjects and the real world.

Prisms VR is an academically focused company and it shows in the way the software is created and designed. In partnering with the company Lincoln would be purchasing (and owning) the VR headsets while Prisms provides the software and interface. The current license under consideration would be for 18 months (beginning in Jan. 2023 to June 2024).

Here is the [estimated pricing](#) based on the Prism VR pricing worksheet.
 Board action was requested.

It was moved by Moore and seconded by Sparks that we approve the purchase of Prisms of Reality Curriculum as presented in the amount of \$90,000.00.

Ayes:6
 Nays: 0
 Motion carried 6-0

11.8 Personnel Transactions

| ACTION ITEMS | | | | | |
|---------------------|--|---------------------|-----------------------|---------------|-------------------|
| Name | Position/Building | | Effective Date | Status | Major/Step |
| Marlayna Keelan | Parent Support Coordinator/Model Elementary School | | 10/19/2022 | Transfer | |
| Ebony Tartt | Bus Driver/Transportation | | 10/12/2022 | New Hire | |
| Justin Millett | Bus Aide/Transportation | | 10/31/2022 | New Hire | |
| Ty Dawes | Bus Aide/Transportation | | 11/7/2022 | New Hire | |
| Emily Moore | LAB Receptionist | | 11/7/2022 | New Hire | |
| Ricky Jefferson | Bus Aide/Transportation | | 11/7/2022 | New Hire | |
| Jocien Spratling | LAB Receptionist | | 11/7/2022 | New Hire | |
| Logan Wynn | LAB Receptionist | | 11/7/2022 | New Hire | |
| Brayden Keelan | LAB Receptionist | | 11/7/2022 | New Hire | |
| Leah Duperon | Paraprofessional/Lincoln Middle School | | 11/21/2022 | New Hire | |
| | | | | | |
| Name | Position/Building | Date of Hire | Effective Date | Status | Major/Step |
| Amelia Hissong | Art Teacher/Brick Elementary School | 8/17/2021 | 11/1/2022 | Resignation | |
| Troy Hansbarger | Behavior Specialist/Childs Elementary School | 9/26/2005 | 10/14/2022 | Resignation | |

| Sonia Neal | Behavior Specialist/Bishop Elementary School | 4/3/2018 | 10/31/2022 | Resignation | |
|-----------------|--|-----------|---------------------|---------------------------|-----------------------|
| Monica Maury | ECSE Teacher/Model Elementary School | 8/26/2019 | 10/28/2022 | Resignation | |
| | | | | | |
| Name | Position/Building | | Return to Work Date | Status | Approved/Not Approved |
| Lynn Ball | Spec Ed Teacher/Virtual Academy | | tentative 1/9/2023 | FMLA ~ Consecutive | Approved |
| Ellen Codere | Social Worker/Middle School | | NA | FMLA ~ Intermittent | Approved |
| Derek Gonzales | Physical Education Teacher/High School | | 11/3/2022 | FMLA - Consecutive | Approved |
| Sherry Smith | Paraprofessional/Lincoln Middle School | | TBD | FMLA - Consecutive | Approved |
| Cheryl Graham | GSRP Paraprofessional/Model | | 12/1/2022 | Med Leave (non-qual FMLA) | |
| Nicholas Hadley | Mechanic/Transportation | | 12/7/2022 | FMLA - Consecutive | Approved |

It was moved by Bentley and seconded by Moore that we approve the November 14, 2022, Personnel Transactions Summary as presented.

Ayes:6

Nays: 0

Motion carried 6-0

12.0 ADJOURNMENT

It was moved by Williams and seconded by Sparks that we adjourn the meeting at 7:34 p.m.

Ayes: 6

Nays: 0

Motion carried 6-0