

**LINCOLN CONSOLIDATED SCHOOLS**  
**Ypsilanti, Michigan**  
**BOARD OF EDUCATION / REGULAR**  
**MEETING**  
**March 14, 2023**  
**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  
Stacy Kind, Trustee

**ADMINISTRATORS PRESENT**

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

**OTHERS PRESENT**

Edgar Brown, Jim Harless, Robert Merritt, Julianne Merritt, Brian Sims, Laurie Price, Briana Jones, Paula Robinette and Shane Malmquist.

**1.0 CALL TO ORDER**

President Czachorski called the meeting to order at 6:05 pm.

**2.0 ROLL CALL**

Roll call showed all Board Members were present with the acceptance of Williams.

**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 BOARD OF EDUCATION WORKSHOP**

5.1 Leading for Equity-Board of Education Learning Session (approximately 1 hour) Session #4  
After the Board of Education Learning Session, a 10 minute recess was called.

Recess at 7:12pm  
Back in session at 7:23pm

**6.0 BOARD PRESENTATIONS**

6.1 Employee of the Month  
Brian took over as the garage manager about this time last year. Since that time and with the support of his team of two other mechanics, Brian has taken on completed more tasks than any other person in this department. Brian makes himself available very early in the morning to drive the roads with me to check road conditions, work all night with me when the bus yard was broken into to secure the lot, work nights and weekends when needed to make sure that our fleet is always ready for the state police inspections.

During the generational ice storm that we had recently, Brian was out all morning removing trees from the roadways so that our buses could get down the roads. Brian is my choice for employee of the month for these and many more reasons that would take too much paper to explain. Congratulations Brian!

Robert Merritt, Director of Transportation

6.2 Brick Elementary Presentation  
Presented by Paula Robinette

Brick Facts

- 65 Fabulous Staff Members
- STEM Programming-Young 5s to Grade 5
- School-Wide Title I Building
- Parent Coordinator
- Free Breakfast and Lunch for all students
- Certified Green School
- Brick houses RAHS, CAN, and the Senior Center

Brick Demographics

- Total Enrollment: 497
- Males: 255
- Females: 242
- Free and Reduced: 71%
- Special Education: 30%
- ELL: 3%

Challenges at Brick

- Ongoing water leak issues from masonry problems
- Roofing system issues
- Plumbing issues
- Windows leaking
- Flooring issues
- Elevator
- Continuous HVAC issues
- Air Quality Concerns
- Classrooms relocated during remediation.
- Safety and Security Concerns
- Fence around the playground
- Door Locking System

Planning for the Future at Brick

- EMU Partnership
- History Project
- Student Teachers
- Centennial Celebration
- Mural Cleaning and Restoration
- Toyota Grant
- STEM Resources and more
- PD Opportunities
- UniteSTEM Lab-Andrea Pisani
- Staff and Parent Participation
- Extended Support-Additional Staff Meetings
- NSTA National Conference
- STEM Fun Days-Throughout the School Year

6.3 High School Presentation

Presented by Shane Malmquist

Developing Value Statements- Identifying values represented by our community and school culture.

Aligning our values with the Portrait of a Graduate

Revising Vision and Mission- Align Vision and Mission with our Portrait of a Graduate. Align Vision and

Mission with our Value Statements

Areas of Progress

Initiatives Alignment

- Working closely with MDE on an implementation plan for our Positive Behavior Intervention System (PBIS)
- Aligning LCS/LHS initiatives and improvement planning
- Counseling program development through Hatching Results PD
- Tiered SEL
- Deeper Learning Framework

College and Career Readiness

- Aligning Portrait of a Graduate Competencies with Programmatic Outcomes
- Initiating Competency-Based discussions and implementation plan review
- Splitter Time

LHS Strategic Plan Considerations

- Academic Calendar Shift-Shifting to a semester assessment structure and eliminating quarters.
- Competency-Based Education- Shifting to a focus on skills and competencies, and setting expectations of proficiency.
- Block Scheduling- Expanding instructional time and structures to support student growth and learning.

## 7.0 SUPERINTENDENT AND STAFF REPORTS/CORRESPONDENCE

*(LaBombarbe) exited the meeting at 8:00pm)*

### 7.1 Superintendent's Report

- Jennifer Czachorski and Allie Sparks both reached Level III of Excellence in their course study with MASB. Matt Bentley has mastered Level I.
- The Strategic Plan has one large group meeting left on March 23<sup>rd</sup> and currently there are five small groups working to sort out priorities in the five key areas.
- The Toyota Grant is looking promising for great things to come to Lincoln.
- My Future Funds will be presenting at an upcoming Board meeting to explain their program benefiting Washtenaw County students.

### 7.2 Human Resources Report

- Career Fair Season - We attended MSU College of Ed on 3/13/23 and EMU College of Ed on 3/14/23. We were excited because they were more like "career fairs" than some of our earlier career fair experiences. The teacher shortage we have been hearing about is here though - there are not enough candidates to fill all the vacancies at every District, so we will need to continue to work to find good folks to put in the front of our classrooms.
- Staffing - We have met with the whole group, the secondary, and elementary, and continue to work on staffing planning for 23-24.
- Juul Litigation - It is on the agenda tonight and the Board will need to act tonight. It is my recommendation to accept the settlement, but it is important for the Board to act tonight.

### 7.3 Facilities and Maintenance Report

- Band room acoustics are scheduled for installation during Spring Break
- Update on Brick air quality reporting
  - Parent room/office back in use
  - Teacher lounge back in use
  - Room 305 available for use, still awaiting new cupboard.
  - Working on getting estimates for water seepage on lower level.
- Assets Essential new work order system in the process of implementation, currently in testing phase.
- Update on the food service spend down plan of \$405,000.
  - Renovations and equipment to west kitchen
  - Renovations and equipment to middle school kitchen
  - New walk-in freezer at child's

- Toured the planning committee through Bessie Hoffman
  - Options for building use to be presented to the planning committee by July 1<sup>st</sup> 2023.

7.4 Finance Report

- 7.4.1 February 2023 Food Service Report  
Board report included in Board packet.
- 7.4.2 February 2023 Enrollment Report  
Board report included in Board packet.

**8.0 BOARD REPORTS/CORRESPONDENCE**

8.1 Board Executive Committee

The next Executive Committee meeting is scheduled for April 3, 2023, at 5:30pm in the Pittman Room.

8.2 Board Performance Committee Report

The next Performance Committee meeting will take place on March 20, 2023.

8.3 Board Planning Committee Report

The Planning Committee met on March 14<sup>th</sup> with minutes forthcoming. They meet next on April 10, 2023.

8.4 Board Finance Committee Report

The Finance Committee will meet next on April 3, 2023 at 4:30pm in the Pittman Room.

8.5 Board Reports

Allie Sparks

- LHS hosted Band Festival this past weekend. Concert/Varsity Band and Symphonic Band both received I's, and both 8th grade band and 7th grade band received II's."
- LHS Graduate, Kieran Westphal, made his Broadway debut this past weekend in "Autopsy of a Night at the Bar"
- LHS hosted Choir Festival last weekend. It was cut short due to the weather, but the 3 LCS choirs that performed all received I's.
- LincBots went to Milford last weekend for their first event. They ended the weekend in 31st place out of 38 teams. They will be competing again this weekend (March 16-18) at Belleville High School. Event is open and free for all to attend.

Jennifer Czachorski

- Ryan Mayo and diver Evan Richert qualify for states in Holland last weekend
- Congratulations to Splitter Nation Alum, Matthew Moorer, on his bronze medal finish at the NCAA Championship Meet yesterday in the 400m! In addition to earning his medal, he also recorded the #3 time in the world in the 400m with a 45.08!

**9.0 PUBLIC COMMENT**

9.1 Response to Prior Public Comment

- No prior Public Comment

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.

No Public Comment

**10.0 CONSENT AGENDA**

10.1 Minutes of Previous Meeting

10.1.1 Regular Meeting February 13, 2023

10.1.2 Board Workshop February 27, 2023

Enclosed are the minutes of the February 13, 2023, Regular Meeting and February 27, 2023, Board Workshop as presented.

10.2 February 2023 Finance

Enclosed are the February 2023, Financial Reports. The Superintendent recommends approval as presented.

10.3 February 2023 Check Register

Enclosed is the February 1-28, 2023, check register in the amount of \$1,467,984.82. The Superintendent recommends approval as presented.

10.4 February 2023 Trust and Agency

Enclosed is the February 2023, Trust & Agency Report. The Superintendent recommends approval as presented.

10.5 Personnel Transactions

<b><u>ACTION ITEMS</u></b>					
<b>Name</b>	<b>Position/Building</b>		<b>Effective Date</b>	<b>Status</b>	<b>Major/Step</b>
Kietha Biggers	Professional School Counselor/Lincoln Middle School		2/21/2023	New Hire	MA Step 10
Jason Fredenburg	Assistant Director/Transportation		1/9/2023	Transfer	From Dispatcher
Joelle Cox	Noon Supervisor/Brick Elementary		2/27/2023	New Hire	
Chante Barnes	Bus Aide/Transportation		3/6/2023	New Hire	
Raneice White	Bus Driver/Transportation		2/21/2023	Transfer	From Aide
Michelle Johnson	Bus Driver/Transportation		2/13/2023	Transfer	From Aide

Name	Position/Building	Date of Hire	Effective Date	Status	
Chloe Babut	Paraprofessional/Lincoln Middle School	9/4/2022	2/13/2023	Resignation	
Jessica Johnson	Bus Driver/Transportation	8/22/2021	2/14/2023	Resignation	
Gabreila Hopkins	Spec Ed Paraprofessional/ECSE Model Elementary	11/29/2021	2/8/2023	Termination	
Donna Jeppesen	Noon Supervisor/Lincoln High School	11/17/2022	1/31/2023	Resignation	
Jordan Jackson	Receptionist/LAB	8/5/2021	2/8/2023	Resignation	
Candice Powdhar	Noon Supervisor/Bishop Elementary	9/17/2018	2/7/2023	Termination	
Ebony Tartt	Bus Driver/Transportation	11/2/2022	3/1/2023	Resignation	
Bridget Held	Paraprofessional/Bishop Elementary	2/13/2023	3/6/2023	Termination	
Puja Mullins	EL Coordinator/LCS District	1/28/2015	2/20/2023	Resignation	
Panagoulis, Olympia	Bus Driver/Transportation	10/6/2004	2/17/2023	Resignation	

  

Name	Position/Building	Start Leave Date	Return to Work Date	Status	Approved/Not Approved
Denise Burton	Paraprofessional/Childs Elementary	10/6/2020	3/1/2023	RTW	
Andrew Dillon	Teacher/Lincoln High School	3/14/2023	4/3/2023	FMLA	Approved
Kaitlyn Osentoski	Social Worker/Bishop Elementary	2/27/2023	8/1/23	FMLA	Approved

*Motion to Approve Consent Agenda*

- *When the requested changes have been made to the consent agenda:*
- *Chairperson reads items listed under consent agenda.*
- *Chairperson then states: "If there is no objection, these items will be adopted".*
- *Chairperson pauses for any objections, the chairperson then states, "As there are no objections, vote is necessary*

OR

- *The chairperson calls for a motion to accept the consent agenda and a vote is taken and recorded.*

It was moved by Bentley and seconded by Sparks that we accept the Consent Agenda as presented.

Ayes: 5  
 Nays: 0  
 Motion carried 5-0

**11.0 NEW BUSINESS**

11.1 Student Discipline

11.1.1 Student #10

The Board Discipline Committee met on February 27, 2023, to conduct a disciplinary hearing for Student #10 and their recommendation is included in your packet. The Superintendent and Discipline Committee recommend approval as presented.

It was moved by Bentley and seconded by Sparks that we approve the recommendation of the Board Discipline Committee relative to disciplinary sanctions for Student #10 as presented.

Ayes: 5  
 Nays: 0  
 Motion carried 5-0

- 11.2 Non-Affiliate Contract Extension  
Recommendations for Non-Affiliate Contract Extensions will be available at the subsequent meeting. Currently the contract extension would include through June 30, 2024.
- 11.3 LAA Individual Contract Extension  
Recommendations for LAA Individual Contract Extensions will be available at the subsequent meeting. Currently the contract extension would include through June 30, 2024.
- 11.4 Superintendent Contract

It was moved by Bentley and seconded by Sparks that we extend the Superintendent's contract for one year to June 30, 2027.

Ayes: 5  
Nays: 0  
Motion carried 5-0

## 12.0 OLD BUSINESS

- 12.1 Juul Lawsuit Resolution  
The Frantz Law Group has reached a tentative settlement regarding the Juul Class Action Lawsuit, which the Board previously voted to join. Information included in Board packet. Board action was requested.

It was moved by Bentley and seconded by Sparks that we accept the Juul settlement and execute the resolution as presented by Thrun Law Firm.

Ayes: 5  
Nays: 0  
Motion carried 5-0

## 13.0 CLOSED SESSION

- 13.1 Attorney Client Privilege  
It will be necessary to enter closed session to discuss the Attorney Client Privilege, not to return to open session.

A roll call vote was necessary.

Pursuant to Sections 8(e) of the Attorney Client Privilege, Bentley moved and Sparks seconded that we enter closed session to discuss Attorney Client Privilege, not to return to open session.

Ayes: 5            Czachorski, Bentley, Moore, Sparks and Kind  
Nays: 0  
Motion carried 5-0

## 14.0 ADJOURNMENT

President Czachorski declared the meeting adjourned to closed session at 8:54 p.m. not to return to open session.