

LINCOLN CONSOLIDATED SCHOOLS
Ypsilanti, Michigan
BOARD OF EDUCATION / REGULAR
MEETING
April 10, 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
Matthew Bentley, Trustee
Stacy Kind, Trustee
Yoline Williams, Trustee

ADMINISTRATORS PRESENT

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

OTHERS PRESENT

Edgar Brown, Jim Harless, Latricia Lawson, Julianne Merritt, Natalie Lopez, Beverly Thomas, Kathleen Bennett, Lauren Carl, Kaitlin Moore, Deidre Burnes, Adreiona Enzenaues, Regina Winborn, Michelle Johnson, Andrea Adams.

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 exception of Rollins.

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 EMPLOYEE OF THE MONTH

I would like to nominate Allison Sitts for LCS Employee of the Month. Ms.Sitts has worked tirelessly to implement our new reading intervention program this year. She spent her summer in training and planning for fall, and this year strategically selected students for the program who have almost all made great progress. Our department is looking forward to her work further closing our literacy gap and making an impact on our students. ALL MEANS ALL.

Sincerely, Andrea Adams and Tim Green

6.0 BOARD OF EDUCATION WORKSHOP

- 6.1 Leading for Equity-Board of Education Learning Session (approximately 1 hour) Session #5 Presented by Dr. Shivers

7.0 BOARD PRESENTATIONS

7.1 Liaison Office Presentation

Presented by Deputy Thomas Guynes

Deputy Guynes gave a brief overview of his duties as Lincoln's SRO Officer.

7.2 Middle School Presentation

Presented by Tim Green

Portrait of a Graduate

CRITICAL THINKING

Our students...

- Apply systematic thinking that is clear, rational, open-minded, and informed by evidence
- Understand a global view of societal issues and propose solutions
- Reflect critically on solutions and outcomes in order to effect change
- Take action through skillfully analyzing, assessing, and reconstructing

EMPATHY

Our students...

- Demonstrate awareness, sensitivity, concern, and respect to connect with others' feelings, opinions, experiences, and culture
- Actively chose to consider what others are thinking, feeling, or experiencing when seeking to understand various perspectives and opinions

COMMUNICATION

Our students...

- Articulate thoughts and ideas effectively using oral, written, and nonverbal communication skills in a variety of forms, tools, and contexts
- Listen effectively to understand values, attitudes, intentions, and knowledge
- Use communication for a range of purposes and audiences (e.g. to inform, instruct, motivate, and persuade)

COLLABORATION

Our students...

- Recognize personal strengths and validate strengths of others to build collective commitment and action
- Enrich the learning of both self and others
- Seek, contribute, and respond to feedback and diverse perspectives to achieve inclusive, collective outcomes through cooperation and teamwork

GLOBAL CITIZENS

Our students...

- Value and embrace diverse cultures and unique perspectives through mutual respect and open dialogue
- Demonstrate integrity and responsibility through equitable and empathetic behaviors
- Contribute and affect positive change in the health, balance, and sustainability of the world around one's self
- Will leave a personal positive legacy for tomorrow's citizens

ADAPTABILITY

Our students...

- Work effectively in a climate of changing priorities
- Demonstrate agility in thoughts and actions
- Are resilient when faced with adversity
- Understand and balance diverse views and beliefs
- Acclimate to various roles and situations with flexibility

Pandemic Impact on Middle Schoolers

- Students' mental health and well-being suffered considerably, as rates of anxiety and depression rose among children and adolescents.
- There was a 51 percent rate of increase over one year in suspected suicide attempts among girls ages 12 to 17.

- One in 360 children have lost a parent or caregiver to COVID-19.
- Students lost the equivalent of several months' worth of learning in reading and math.
- Income-based gaps in elementary math achievement grew by 20 percent.
- Students with disabilities were cut off from crucial services for extended periods of time. (Prothero, 2022)

NWEA Student Growth Norms-MAP

- The RIT score is based on a nationally representative sample of MAP Growth Assessment scores. MAP scores allow us to compare our students' achievement status and growth norms with their peers nationally. NWEA testing enables teachers to recognize where to focus attention for your student learning that is outlined on a learning continuum for them.
- RIT is commonly known as –Ready for Instruction Today.

School Improvement Overview

- All students at Lincoln Middle School will increase proficiency in Reading & Writing, (ELA) Math, and Science. We have begun addressing these areas of need through the MICIP process and will continue to pursue our building goals with rigor.
- We will continue to monitor student growth with NWEA data to determine where students' growth has occurred and proceed on the learning continuum to ensure yearly academic gains.
- We will continue to pursue these goals vigorously in the 2023-24 school year.

Future Action Plan 2023-24

- Continue to work on building a strong school community that supports our Climate/Culture Goal. We will build on the new initiatives implemented this year to provide more opportunities for all students to be recognized and valued as a member of our school community.
- Continue with the Reading Initiative and Math Initiative intervention programs.
- Conduct Summer School for At-Risk students with an emphasis on Literacy and Math.
- Provide 2 electives this year for students.
- Continuation of the Spanish Immersion Program
- Provide more opportunities for parental involvement in the middle school.
- Expand after-school programming.
- Obtain an Evergreen designation as a Michigan Green School
- Our guiding philosophy is, "If it's good for kids, it's good for us!"

7.3 WIHI Presentation

Presented by Nhu Do, Program Director of WIHI

- Lincoln Consolidated Schools is one of the four founding districts partners of WEOC. A great partnership, over multiple administrations and boards for over 10 years
- District Benefit
 - Increased SOC enrollment
 - Sending Standardized Test Scores Back Program
 - Cost savings-5% Base foundation and 100% All categorical funding
 - Increased programming options for LCS students
- Lincoln's Enrollment ECA-115, WAVE-100, WIHI-58 Total-273

8.0 SUPERINTENDENT AND STAFF REPORTS/CORRESPONDENCE

8.1 Superintendent's Report

- Thanked Board of Education for continued support and hard work that benefits the District.
- Ms. Lori Richert has been named Region 8's Michigan Teacher of the Year. She is a finalist for Michigan TOTY and this honor is well deserved. We have so many amazing teachers at LCS.
- The draft of the Strategic Plan is complete, and the final draft will be presented to the full Board at the May 22, 2023 Board meeting.
- MTSS-will be presented at the May 22, 2023 Board meeting as well.
- In the near future Mr. Jansen will be making a recommendation to the full Board the findings from the safety audit and ideas from the Safety Committee resulting in requesting Board action.

8.2 Curriculum & Instruction Report

- [MTSS](#)
 - MTSS addresses the needs of the whole child. This Framework systematically streamlines all of the strategies, processes, and procedures in our entire organization to efficiently and effectively eliminate barriers and support successful learner outcomes.
 - Brief update since there will be a more formal MTSS presentation on May 22nd to the Board
 - DIT's (District Implementation Team) focus is to help schools be successful with the MTSS Framework. We are starting with behavior by putting Tier I behavioral supports in place which are universal supports for all students.
 - Cohort 1 building teams which include Bishop and the HS have had 3 PBIS trainings.
 - This fall, we will begin to collect behavioral data to measure student outcome success which should ultimately lead to a decline in referrals based on the processes, procedures, and strategies we are implementing.
 - HBCU (Historically Black Colleges and Universities) tour was a success!
 - Over Spring Break, 10 students and 3 chaperones attended the North Carolina HBCU Tour where they visited Winston-Salem State University, North Carolina A&T University, North Carolina Central University, St. Augustine University, and Johnson C. Smith University along with historical museums. A group will be presenting on May 8th to the Board.
- The state assessment window opened on Monday and ends May 26th. This includes testing for the following - M STEP, PSAT 8/9, PSAT 10, SAT, ACT with WorkKeys, and Mi Access. As part of my role as District Coordinator, I have to meet with the building administrators and Building Assessment Coordinators to ensure we are ready for the assessments. We met last week with those roles and played a game of Kahoot to test their knowledge on being prepared. As a reminder, MDE randomly chose the HS to monitor so they will be here to monitor the HS's SAT testing on Wednesday.
- I am in the process of updating the 5-year Curriculum Cycle so it reflects the next 5 years. ELA was slated as a research and review this year and an implementation for 2023-24. A new curricular adoption process has been created and followed for a new ELA adoption. A committee of teacher leaders K-12 who have been part of the latest research and best practices was created to review 5 resources that met specific qualifications with the goal of narrowing it down to have the Assistant Superintendent present one to the Board.
- We are preparing for summer school. We have new leads at the elementary level and MS level. Laura Carl will be taking over for Amy Baxter and Julia Bryant will be taking over for Patricia Barthwell. The MS has made plans to recruit students to summer school by putting a positive spin on it - changing the name to All Star Summer Success, adding a field trip or two, guest speakers, incentives for attendance and hard work, incorporating hands-on fun activities like cooking, baseball stats, advertising etc.. into math, reading, and writing skills. Mr. Green has also discussed retention and summer school in his newsletter to families.
- At a previous meeting, the Board wanted more information on the benefits of summer school for the students that attended. I have reviewed the data that the Technology Department has disaggregated and these are [the findings](#).
- The Curriculum Leaders are meeting with their grade level/departments to discuss professional learning for next year. Some themes we are hearing are behavior/discipline, SEL, and content training.

8.3 Finance Report

- 8.3.1 March 2023 Food Service Report
Board report included in Board packet.
- 8.3.2 March 2023 Enrollment Report
Board report included in Board packet.

9.0 BOARD REPORTS/CORRESPONDENCE

- 9.1 Board Executive Committee
The next Board Executive Committee meeting will be held on April 17, 2023, in the Pittman Room at 5:30pm
- 9.2 Board Performance Committee Report
The next Board Performance Committee meeting will be held on April 17, 2023, in the Pittman Room at 4:30pm
- 9.3 Board Planning Committee Report
The Planning Committee met on April 10, 2023; minutes will be forthcoming. The next meeting will be on May 8, 2023, at 4:30pm.
- 9.4 Board Finance Committee Report
The next Finance Committee will be May 1, 2023, at 4:00pm in the Pittman Room.
- 9.5 Board Reports
- Yoline Williams resigned from her current term as a Trustee of the Lincoln Board of Education effective April 21, 2023. Ms. Williams has served in many positions over the years her expertise and wisdom will be missed greatly.

10.0 PUBLIC COMMENT

- 10.1 Response to Prior Public Comment
- No prior Public Comment
- 10.2 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.
- Julieanne Merritt, resident, stated concerns related to Title IX processes and her husband's employment.

10.0 CONSENT AGENDA

10.1 Minutes of Previous Meeting

10.1.1 Regular Meeting March 14, 2023

10.1.2 Closed Session March 14, 2023

Enclosed are the minutes of the March 14, 2023, Regular Meeting and Closed Session as presented.

10.2 March 2023 Finance

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

10.3 March 2023 Check Register

Enclosed is the March 1-31, 2023, check register in the amount of \$2,371,038.39. The Superintendent recommends approval as presented.

10.4 March 2023 Trust and Agency

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

10.5 Personnel Transactions

ACTION ITEMS					
Name	Position/Building	Date of Hire	Effective Date	Status	Major/Step
Morgan Ebright	Special Education Teacher/Brick Elementary School		3/13/2023	New Hire	MA+30/Step 4
Sarah Kulhanek	Noon Supervisor/Brick Elementary School		4/3/2023	New Hire	
Aeva Pomykala	Noon Supervisor/Bishop Elementary School		4/3/2023	New Hire	
Shaloea James-Harrison	Special Education Teacher/Brick Elementary School		3/10/2023	Transfer/Temp	From Para
Alvin Smith	Bus Driver/Transportation Department	12/6/2022	3/10/2023	Transfer	From Aide
Rosalinda Fernandez-Deen	Special Education Paraprofessional/Bishop Elementary School		4/10/2023	New Hire	
Marian Francis	Special Education Paraprofessional/Model Elementary School	8/29/2022	4/3/2023	Transfer	From Noon Supervisor
Name	Position/Building	Date of Hire	Effective Date	Status	
James Anthony	Bus Aide to Driver/Transportation	1/25/2023	3/17/2023	Resignation	
Name	Position/Building	Start Leave Date	Return to Work Date	Status	Approved/Not Approved
Tracy Gamboe	Assistant Building Secretary/Lincoln Middle School	3/22/2023	NA	FMLA INTERMITTENT	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 LaBombarbe and seconded by Williams that we accept the Consent Agenda as presented.

Ayes: 6

Nays: 0

Motion carried 6-0

11.0 NEW BUSINESS

11.1 Student Fieldtrips

11.1.1 Childs 5th Grade Camp

The group will leave Childs Elementary on Wednesday, May 17th at around 9:15 and travel to the Howell Nature Center. The students will eat a sack lunch, which they will bring with them, when we arrive at the Nature Center. After lunch, the students will participate in various cross-curricular programs and activities throughout the afternoon. The group will eat dinner, which will be catered by the Nature Center. Following dinner, the students will participate in a dance party. The students will sleep on bunk beds in cabins at the Nature Center divided by gender. There will be adult chaperones sleeping in each cabin. In the morning, the group will eat breakfast, which will be catered by the Nature Center. The remainder of the day will be similar to the first day with programs and activities in the morning, afternoon, and evening with lunch and dinner catered by the Nature Center. In the morning, the group will eat breakfast, which will be catered by the Nature Center. After breakfast, the students will again participate in a variety of cross-curricular programs and activities. The group will eat lunch catered by the Nature Center. Shortly after lunch, the group will board buses and return to Childs Elementary. This was presented for information only; Board action will be requested at a subsequent meeting.

11.2 Elementary Summer School

Over the four-week course of study in language arts, students will work through the following programs (modifications could be made based on data and programming) which are currently used in the district: LLI Reading, Phonics First, Lexia Core 5, and Half-Pint Decodable Readers. All students enrolled in the language arts academy grades K-5 will work within these programs on skills determined by assessments completed in their buildings prior to summer school. The Lexia Core 5 program creates a personalized learning path for each student based on assessment data within the program. These reading programs use research-based and effective strategies to support and improve student reading skills. The teachers trained for the summer program can continue to use the techniques within existing curricular structures as well throughout the school year.

The Elementary Summer School Program will utilize the math intervention program from Strategic Intervention Solutions. The students will be provided with a powerful, comprehensive review of grade level concepts and skills focusing on the grade level power standards. Using motivating games, problem solving activities, and math vocabulary reinforcement students will increase their math abilities and gain confidence.

All of the aforementioned programs reinforce the skills and concepts addressed in the Common Core State Standards. We will compare the students NWEA spring and fall assessment to determine growth. Students will also engage in STEM, social-emotional learning, social justice, and identity lessons.

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

11.3 Middle School Summer School

Over the five-week course of study in language arts, students will work through the curriculum for the Middle School as prescribed by the Lincoln Board of Education. All students enrolled in language arts grades 6-8 will work through the intervention (AARI, LLI, Pearson, Edgenuity, Michigan Virtual, etc...) program with also direct teaching at a reading level determined by assessments completed in their buildings prior to summer school. Reading programs use proven and effective strategies to support and

improve student reading skills. The teachers trained for the summer program can continue to use the techniques within existing curricular structures as well throughout the school year.

The Middle School Summer Success Program will utilize an intervention program (Edgenuity, Khan, Michigan Virtual, etc...) for math. The students will be provided with a powerful, comprehensive review of grade level power standards, concepts and skills. Using motivating games, problem solving activities and math vocabulary reinforcement, students will increase their math abilities and gain confidence.

All of the aforementioned programs reinforce the skills and concepts addressed in the Common Core State Standards. We will compare the students NWEA spring and fall assessment to determine growth.

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

11.4 High School Summer School

Students will be offered traditional classes that have been customized to better address the academic deficiencies identified through at-risk interventions to date. These classes will cover the essential content as outlined in the MMC and the course syllabi of LHS. Staff will develop individual plans for maximum credit recovery for each student enrolled. An online curriculum resource (Edgenuity) will be used along with face to face, differentiated instruction by the teacher.

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

11.5 2022-2023 Budget Amendment

Revenue Changes

State Aid

- 51e - special education foundation which is 75% of the current foundation for each special education student (blended amount). This was not part of the normal foundation calculation spreadsheet provided by the state and the money was lumped in with the Discretionary money. It wasn't until further analysis that this found. This is new money and is included in the Governor's proposed budget for 23/24. This amount is \$905,85
- 31aa and Safety grant each increased by \$40,000 from original allocation. This total is \$80,000.
- 98c grant awarded in February for \$127,000. The final allocation is \$184,000. Any amount spent over the \$127,000 will be included in the final amendment.
- Benchmark assessment grant that covers the District NWEA expenses. \$28,075.
- Special Education Headlee Obligation adjustment on the February state aid status report. \$312,099
- Increase in Early Literacy grant, use of carry-over from prior years. Increase of \$150,000
- General adjustment changes in state aid status report from November amendments - \$50,000

Federal Funding

- Overall change in Title grants due to amendment changes and carry-over from prior year. Increase of \$275,000
- Change in ESSER money to use up remaining amount - \$57,000.

Inter-District Funding

- Special Education Act 18 grant from ISD - \$207,000

Expenditure Changes

- Staff bonus that was paid out in December of 2022, spread across all expenditures - \$330,000
- \$730,000 spread over added needs and instructional support for:
 - Special education Act 18 grant
 - Title grants (Title I, Title II, Title IV)

- 98c learning loss grant
- 31aa grant
- Costs related to staffing issues - \$50,000
- Increase in operation in maintenance for regular maintenance, HVAC, major projects, and pest/Cintas costs - \$395,000

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

- 11.6 Miller Johnson Policy #5113-Managing Fund Balance
Please review the new Miller Johnson policy in the Board packet.

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

12.0 OLD BUSINESS

- 12.1 Non-Affiliate Contract Extension
Below are recommendations for Non-Affiliate contract extensions

Robert Williams	Director, Student Services
Vicki Coury	Director, Communication & Information Services
Adam Blaylock	Director, Human Resources
Chris Westfall	Director, Athletics
Kaitlin Moffett	Assistant Director, Athletics
Ty Smith	Administrative Assistant to the Superintendent
Phil Bongiorno	Director, Facilities
Karensa Smith	Assistant Superintendent, Curriculum & Instruction
Jason Fredenburg	Assistant Director, Transportation
Michelle Cox	Parent Coordinator

It was moved by LaBombarbe and seconded by Sparks that we approve the Non-Affiliate Contract Extensions through June 30, 2024, as presented.

Ayes: 6
Nays: 0
Motion carried 6-0

- 12.2 LAA Individual Contract Extension
Below are recommendations for LAA Contract extension.

Shane Malmquist	Principal, High School
Carrie Melcher	Assistant Principal, High School
Regina Winborn	Assistant Principal, High School
Tim Green	Principal, Middle School
Lori Ferguson	Assistant Principal, Middle School
Mary Aldridge	Principal, Childs Elementary
Paula Robinette	Principal, Brick Elementary
Abby Smith	Principal, Bishop Elementary
Kerry Shelton	Principal, Model Early Childhood Center

It was moved by LaBombarbe and seconded by Sparks that we approve the LAA Contract Extensions through June 30, 2024, as presented.

Ayes: 6
Nays: 0
Motion carried 6-0

13.0 CLOSED SESSION

13.1 Superintendent Informal Evaluation

It was necessary to enter Closed Session to discuss the Superintendent Informal Evaluation, not to return to open session.

A roll call vote was necessary.

Pursuant to Sections 8(a) of the Open Meetings Act, it was moved by LaBombarbe and seconded by Williams that we enter Closed Session to discuss the Superintendent Informal Evaluation, not to return to open session.

Ayes: 6 Czachorski, LaBombarbe, Bentley, Williams, Sparks and Kind

Nays: 0

Motion carried 6-0

14.0 ADJOURNMENT

What is a consent agenda?

A consent agenda groups the routine, procedural, informational, and self-explanatory non-controversial items typically found in an agenda. These items are then presented to the board in a single motion for an up or down vote after allowing anyone to request that a specific item be moved to the full agenda for individual attention. Other items, particularly those requiring strategic thought, decision making or action, are handled as usual.

Why would an organization want to use a consent agenda? Consent agendas are popular with many organizations because they help streamline meetings and allow the focus to be on substantive issues.

What does it mean if we adopt a consent agenda?

- Documentation for consent items must be provided to the board prior to meetings so that directors feel confident that their vote reflects attention to their duty of care.
- Board members are encouraged to ask prior to the meeting all the questions that they want related to consent agenda items.
- If it is determined that an item on the consent portion of the agenda actually requires action or a decision that item should be removed from the consent portion of the agenda and raised later in the meeting.
- Any board member can request that an item be moved to the full agenda.
- A vote on the single motion applies to all the items on the consent portion of the agenda.