

**LINCOLN CONSOLIDATED SCHOOLS**  
**Ypsilanti, Michigan**  
**BOARD OF EDUCATION / REGULAR**  
**MEETING**  
**June 12, 2023**  
**6:00 p.m.**  
**District Boardroom-Lincoln High School**

**OFFICIAL MINUTES**

**BOARD MEMBERS PRESENT**

Jennifer LaBombarbe, Vice President  
Allie Sparks, Secretary  
Matthew Bentley, Trustee  
Jason Moore, 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, Gillian Williams, Terry Williams, Cassandra Coker, Joanne Proudman, Paula Robinette  
Dianne Vargo and Chris Westfall

**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, Rollins and Kind.

**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 PRESENTATIONS**

**5.1 Employee of the Month**

Gillian Williams is a greatly respected colleague of ours at Brick Elementary. It is with great pleasure that we nominate her for Lincoln's Employee of the Month! Mrs. Williams always puts students first and she's an amazing teammate. She steps up on a daily basis for a variety of extra duties that many are not even aware she does. She doesn't expect any acknowledgment for these extra duties, she just does them. It's more than that though. Mrs. Williams always goes above and beyond her "contract" responsibilities. She is at school, before and after, to meet with colleagues and families, her attendance is impeccable, and her work ethic is rare.

**Additional duties:**

LEA Vice President  
LEA Bargaining Team Member  
Strategic Vision Building Representative  
Daily Before/After School Bus Duty (Rain or Snow!) CPI/CPR Trained  
Crisis Team Member MTSS Member

## M-Step Proctor

Special Education Team Member- Weekly after school meetings Kid Whisperer

Whenever a need arises, Mrs. Williams is the first to volunteer to be a problem solver. When a family needed a spot for their children to pray, Mrs. Williams was the first to find a spot and create a schedule so that there was always adult supervision in case the students needed anything. She put herself on that schedule and has given up her own planning time to do so because she knows how important this is for our family. She has a caseload of 60 plus students that she meets with multiple times a week on top of all of the other duties, yet she has been more than willing to add to that massive workload to help others. Mrs. Williams covers for colleagues that have missed a prep, even when she often misses prep time herself!

Respectfully Submitted,  
Brick Elementary Staff

## 5.2

### Athletics Presentation

Presented by Chris Westfall

#### Growth

- Lacrosse
  - JV – We're back. 16 kids.
  - MS – 1<sup>st</sup> fully funded year. 19 kids.
  - 5/6 Club – Added '23. 20 kids.
  - 3/4 Club – Coming in 2024
- MS Soccer
  - "Club" year...Boys Fall '23, Girls Spring '24
  - Asking to add full teams in '24-25
- Field Hockey
  - Piloting camps, Summer of '23
- Boys Ice Hockey Co-Op – Looking for partners
- Girls Ice Hockey Co-Op – On the agenda tonight!

#### Issues on the horizon

- Ticket prices/Passes-questions about family passes or moving the individual passes
- Revamping Code of Conduct/Eligibility
- Cost of pay to play-possible increase in ticket prices to reduce

#### Academic Successes-Academic All-State

- Trey Richey, Football
- **MIVCA Volleyball Team All-State**
- Adrianna Kitchen, Volleyball
- Elaine Todd, Volleyball
- Ella Berecz, Volleyball
- **Softball, Team All State**
- Lilly Majeske, Softball
- Adrianna Kitchen, Softball
- Danica Crews, Softball
- Gabby Zywicki, Softball
- Katelyn Sizemore, Softball
- MacKenzie Morgan, Softball
- Danica Crews, Cheerleading
- Nina Fancett, Cheerleading
- Gabby Zywicki, Cheerleading
- Caroline Bernard, Cheerleading
- Julia Kramer, Cheerleading
- Katie Lintner, Cheerleading
- Nolin Fuster, Bowling
- MacKenzie Morgan, Bowling

All Southeastern Conference Academic Successes

- Danica Crews, Cheerleading/Softball
- Elaine Todd, Volleyball
- Emily Moore, Golf
- Lilly Majeske, Golf/Softball
- Nina Fancett, Volleyball/Cheerleading

Class of 2023 Commitments

Ashton Busby	Football	Mississippi Prep
Casey Klima	Lacrosse	Siena Heights University
Jibriel Conde	Football	Grand Valley State University
David Cook	Football	Omega Prep Academy
Danica Crews	Cheerleading	Alma College
Kameron Dorsey	Basketball	North Central Michigan College
Ariana Ellerson	Softball	Bowie State University
Noah Hassenrik	Lacrosse	Siena Heights University
Melanie Macias	Track & Field	Michigan State University
MacKenzie Morgan	Bowling	Concordia University – AA
Trey Richey	Football	Kalamazoo College
TJ Rollins	Baseball	Henry Ford College
Lainey Todd	Volleyball	University of Wisconsin-Stout

**6.0 SUPERINTENDENT AND STAFF REPORTS/CORRESPONDENCE**

6.1 Superintendent’s Report

- The last day of school is fast approaching on June 13, 2023
- Our exciting partnership, Driving Possibilities, with Toyota was announced on June 8<sup>th</sup> to help develop STEM education.
- The Strategic Plan is getting closer to being finished and just needs final touches.

6.2 Facilities & Maintenance Report

- Report postponed to June 26<sup>th</sup> meeting.

6.3 Curriculum & Instruction Report

6.3.1 Public Act 482021 Section 98 B Plan

Goal Category	Goal Related to Achievement or Growth on K - 8 Benchmarks for Bishop, Brick, Childs, and the Middle School
Middle of the Year Reading Goal	The percentage of K-8 students in all subgroups meeting/exceeding their projected RIT growth will increase by 1% as measured by state and local assessments
End of the Year Reading Goal	The percentage of K-8 students in all subgroups meeting/exceeding their projected RIT growth will increase by 2% as measured by state and local assessments
Middle of the Year Mathematics Goal	The percentage of K-8 students in all subgroups meeting/exceeding their projected RIT growth will increase by 1% as measured by state and local assessments
End of the Year Mathematics Goal	The percentage of K-8 students in all subgroups meeting/exceeding their projected RIT growth will increase by 2% as measured by state and local assessments

## **7.0 BOARD REPORTS/CORRESPONDENCE**

- 7.1 Board Executive Committee  
The Board Executive Committee will meet next in the Pittman Room on June 19, 2023 at 5:30pm.
- 7.2 Board Performance Committee Report  
The Board Performance Committee will meet next in the Pittman Room on June 19, 2023 at 4:30pm.
- 7.3 Board Planning Committee Report  
The Board Planning Committee will meet next in the Pittman Room on August 14, 2023 at 4:30pm.
- 7.4 Board Finance Committee Report  
The Board Finance Committee will meet next in the Pittman Room on August 7, 2023 at 4:00pm.
- 7.5 Board Reports
  - No Board Reports

## **8.0 PUBLIC COMMENT**

- 8.1 Response to Prior Public Comment
  - No prior Public Comment

- 8.2 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.
- No Public Comment

**9.0 CONSENT AGENDA**

9.1 Minutes of Previous Meeting

9.1.1 Regular Meeting May 22, 2023

9.1.2 Closed Session May 22, 2023

Enclosed are the minutes of the May 22, 2023, Regular Meeting and Closed Session as presented.

9.2 Personnel Transactions

<b>ACTION ITEMS</b>					
<b>Name</b>	<b>Position/Building</b>	<b>Date of Hire</b>	<b>Effective Date</b>	<b>Status</b>	<b>Major/Step</b>
Elizabeth Montgomery	Special Education Paraprofessional/Lincoln Middle School		5/22/2023	NEW HIRE	
Jeffrey Azzopardi	Bus Aide/Transportation Department		5/30/2023	NEW HIRE	
Leroy Smith	Bus Driver/Transportation Department		6/6/2023	NEW HIRE	
Alannah Barber-Allen	Clerk II/LAB	11/12/2021	5/19/2023	TRANSFER	
Nicole Arhangelos	Noon Supervisor/Childs Elementary	9/14/2021	5/1/2023	Resignation	Bldg sub (Edustaff)
Sandy Black	Noon Supervisor/Childs Elementary	9/15/2022	5/1/2023	Resignation	
Nancy Fox	Director/Senior Center	4/25/2022	5/1/2023	Resignation	
Donovan Hall	Bus Driver/Transportation	2/13/2023	5/19/2023	Resignation	
Zahmari Keita	Noon Supervisor/Childs Elementary	9/12/2022	5/1/2023	Resignation	
Alec Bongiorno	LAB/Receptionist	11/5/2021	5/1/2023	Resignation	
Emma Casteel	LAB/Receptionist	11/5/2021	5/1/2023	Resignation	
Corrine Falzon	Community Ed/Water Aerobic Instructor	9/10/1998	5/1/2023	Resignation	
Telisha Weatherspoon-McKinney	Noon Supervisor/Childs Elementary School	4/27/2023	5/31/2023	Resignation	
Nicholas Michael	Teacher/Lincoln Middle School		6/30/2023	Resignation	
Martina Bricio	Teacher/Lincoln High School		6/30/2023	Resignation	
Michael Mayes	Teacher/Lincoln High School		6/30/2023	Resignation	
<b>Name</b>	<b>Position/Building</b>	<b>Start Leave Date</b>	<b>Return to Work Date</b>	<b>Status</b>	<b>Approved/Not Approved</b>
Donya Boone	Bus Driver/Transportation	5/9/2023	10/18/2023	LEAVE ~ Childcare	
Lola Olds	Bus Aide/Transportation	4/5/2023	5/8/2023	Medical Leave	Approved
Angela Lee	Assistant Building Secretary	5/19/2023	5/26/2023	FMLA	Approved
Nancy Obey	Teacher/Bishop Elementary	5/22/2023	NA	INTERMITTENT FMLA	Approved

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

Ayes: 4

Nays: 0

Motion carried 4-0

**10.0 NEW BUSINESS**

10.1 High School Female Hockey Cooperative Agreement

Request to enter into cooperative agreement at add Women's Ice Hockey through Washtenaw United Girls High School Hockey.

Complete all portions and submit to MGHSHL. Cooperative programs involving 2 or more schools of any size, must complete a renewal form every two (2) years. The renewal application can be submitted prior to May 1st following YEAR ONE, or prior to May 1st at the end of YEAR TWO of an approved cooperative team. The M.G.H.S.H.L. monitors the renewal process of all cooperative teams and reaffirms its position that it is preferable for schools with sufficient resources (players, coaches, facilities) to sponsor separate teams rather than continue combined teams after the any two-year approved period. Please consult MGHSHL Cooperative Team Guidelines. This was presented for information only at this time; Board action will be requested at a subsequent meeting.

10.2 L-4029 2023 Tax Levy Request

Please review the 2023-2024 Tax Rate Request. Millage rates have not changed under the advice and recommendation of our advisor from Public Financial Management. Board action was requested due to time sensitive deadline.

It was moved by Bentley and seconded by Moore that we approve the 2023-2024 Tax Levy Request as presented.

Ayes: 4  
Nays: 0  
Motion carried 4-0

10.3 MHSAA 2023-24 Membership Resolution

Enclosed is the 2023-2024 MHSAA Membership Resolution, which requires annual adoption. This was presented for information only; Board action will be requested at a subsequent meeting.

10.4 2022-23 Final Budget Amendments

**For the Year Ending June 30, 2023**

**Community Education Fund**

**Revenue**

- Overall revenue was pretty consistent from the prior year. An increase in interest revenue and State revenue is the main change in the community education fund.
- An increase in LAB revenue is due track meet revenue coming in significantly higher than expected and concessions starting this year.
- Indoor turf revenue in the LAB is lower than budgeted as the contract between Total Sports and the District changed after the original budget was completed. The District did not have to pay out \$60,000 for their services, but also charged a lower rate to rent the turf. Overall, net income from this rental was higher.
- Baseball/softball rental in the LAB that was originally budgeted for did not happen due to field issues.

**Expenditures**

- Activities in the LAB caused salaries and benefits to be higher than expected.
- Contracted services cost increased during the year due to an increase in custodial presence needed and the contracted HVAC service that was entered into after the year started.
- Concessions started this year and did have an offsetting revenue
- Equipment purchases during the year that were not budgeted for included the new fitness equipment, bleachers, and sportcourt for volleyball.

**Food Service Fund for June 30, 2023**

**Revenue - Explanation of Changes**

- Changes to federal revenue due to supply chain assistance grants, interest revenue, state aid

**Expenditures - Explanation of Changes**

- Operations/maintenance - Budgeted maintenance costs and additional food costs not spent.
- Management services - estimated change in costs of the food service contract based on most recent participation.
- Capital outlay - Outside of the warmers that were purchased, no other capital out needed. Budgeted funds not needed.

**Activity/Student Services Custodial Fund  
 For the Year Ending June 30, 2023**

**Revenues**

- The revenue reported in this special revenue fund is actually money held by student groups that the District is required to show as a governmental fund. As there are about 100 student groups, it is impossible to provide an accurate estimate of what the income for the year will be. The original budget was determined using historical data. The amendment is based more on actual income with an estimated amount of income for the remainder of the year.

**Expenditures**

- The expenditures reported in this special revenue fund is actually use of money held by student groups that the District is required to show as a governmental fund. As there are about 100 student groups, it is impossible to provide an accurate estimate of what the expenditures for the year will be. The original budget was determined using historical data. The amendment is based more on actual usage with an estimated amount of expenditures for the remainder of the year.

Lincoln Consolidated Schools									
Explanatory Notes for Final 22/23 Budget									
For the Year Ending June 30, 2023									
<b>Revenues</b>									
Property tax revenue	-	Small change based on property tax adjustments							
Local sources	-	Large increase in interest revenue							
State sources	-	Recognition of the 147c2 (\$2.3 million)							
	-	Decrease of 31aa grant that was not spent (\$334,120)							
	-	Decrease of 97 security grant not used (\$412,463)							
	-	Adjustment for At-risk expenditures (\$40k)							
	-	Recognize adjustment for special education adjustment (\$312k)							
Interdistrict sources	-	Reduction in GSRP grant based on adjustment from ISD (\$127k)							
	-	Adjustment to E-rate funding and ACT 18 millage (\$100k)							
Federal sources	-	Decrease in recognition of Title grants (\$120k)							
	-	Decrease in grant for district iPads (\$27k)							
	-	Increase in 98c (\$45k)							
<b>Expenditures</b>									
Payroll Costs	-	Reduction in vacant positions, terminations, new hires (\$179k (mainly instruction and added needs)							
	-	Reduction in budgeted insurance costs (\$70k) (all areas)							
	-	Increase in retirement costs for 147c2 grant (\$2.3 million) spread through most line items							
Non-payroll	-	Increase in sub costs based on usage (\$270k) (mainly instruction and added needs)							
	-	Decrease in curriculum for budget not used (\$270k) (Instructional support)							
	-	Decrease in security grant (\$412,463) (Central services)							
	-	Reduction in budget not spent on staff computers and server (\$160k) (Central Services)							

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

## Revenue

- Overall revenue is budgeted to be consistent with the 22/23 fiscal year. There are some expectations that the LAB will generate more revenue with the sportcourt that is now available, which will lead to additional usage of the buildings during the off months

## Expenditures

- Expenditures are fairly consistent with the prior year in all departments w/in the community education fund.
- LAB costs, while not as high as 22/23, do drop a little due to not having \$83k in equipment. However, 23/24 does have a full year of custodial and higher starting maintenance budget.

## Explanatory Notes for 23-24 Budget

### Revenue Explanation

- Local revenue - estimated based on revenue received for the 22-23 fiscal year.
- State revenue - Budgeted similar to the ending 22-23 year with a conservative estimate. Main change for 22-23 was a large adjustment received through State Aid
- Federal revenue - estimated based on 22-23 participation. Will need to monitor to see how student participation is the next year. The reimbursement rate is expected to drop to pre-pandemic rates.

### Expenditures Explanation

- Pupil Support - this is the estimated cost of district staff to monitor the cafeteria's.
- Operations/maintenance - original budget includes supply and repairs costs needed to run day-to-day operations.
- Management services - This is estimated based on 22-23 costs
- Capital outlay - Includes board approved excess fund balance spend down plan with a small contingency amount to cover unforeseen costs.

*NOTE: The District is expected to use up most of the available fund balance by the end of the 23-24 fiscal year. The District will want to evaluate if staying in the CEP program is sustaining past next year.*

## Activity/Student Services Custodial Fund For the Year Ending June 30, 2024

### Revenues

- Revenue is estimated based on the income received for 22/23 and historical data.

### Expenditures

- Expenditures are estimated based on the expenditures for 22/23 and historical data

Expenditures are estimated based on the expenditures for 22/23 and historical data.				
Explanatory Notes for Final 23/24 Budget				
For the Year Ending June 30, 2024				
Student count (Blended) - No Change from 22/23	3,514		May state aid status report	
Foundation Allowance (22/23 = \$9,150)	\$ 9,608		Increase of \$458	
Full use of 31aa grant (one-time funding)	\$ 748,626			
Use of security grant for camera's	\$ 185,000			
Budgeted Medicaid funding	\$ 1,600,000			
5 year average of Act 18 settlement	\$ 734,000			
- State revenue does not show a significant increase from the prior year because of the 147c2 money received in 22-23.				
- 51e is included at 87.5% of special education FTE * foundation allowance				
- Federal revenue decreased from 22/23 due to ESSER III fundings running out				
5% increase in insurance costs	\$ 150,000			
FTE of 16.36 for special education	22-23 FTE		23-24 Budget	
Social worker	1.66		\$ 171,585	
Psych's	2.5		401,760	
OT	5.3		439,264	
PT	0.5		41,440	
Speech	6.4		600,922	
Total budgeted cost			\$ 1,654,971	
Total expected cost for 22-23			\$ 1,039,942	
Staffing FTE Budgeted	FTE (23/24)	23/24 Cost	FTE (22/23)	November 22/23 Cost
LEA (Teachers)	235	29,335,816	230	29,162,289
LEAO (Support)	99.5	5,289,019	102.5	5,401,812
LTCU (Transportation)	48	2,327,501	48.8	2,350,619
LAA (Admin)	9	1,545,016	9	1,567,148
Non-affiliates	17.7	2,603,671	17.7	2,540,192
	409.2	41,101,023	408	41,022,060
- Maintenance budget includes increases for custodial, utility costs, and special projects.				
- New curriculum for district-wide ELA budgeted at \$800,000				
- The 31aa grant is considered 1 time and is used on staffing.				
- The % of fund balance does not include the 1% that will be moved to assigned fund balance. Consideration if 1% should include the 147c2 expenditure amount				
- Restoration of building and department budgets to beginning year levels				
- increase in budgeted sub costs				

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

10.6 WEOC Membership

The Consortium operates under a consortium agreement that was amended effective on or about July 1, 2014, through an Amended Agreement and Addendum that expired June 30, 2019, although the Participants and the Fiscal Agent have otherwise continued to operate since June 30, 2019, in accordance with the June 1, 2014 Consortium Agreement and Addendum.

Please read the attached document. This was presented for information only; Board action will be requested at a subsequent meeting.

10.7 K-12 ELA Curriculum Resource

**The process:**

- Six core curricular programs were selected for review based on evidence-based research including EdReports and Knowledge Matters, the needs of our students, and the Portrait of a Graduate competencies.
- Each selected curricular program publisher sent various materials for review including digital resources:
  - samples for each grade level, if possible; at minimum a sample for each grade band K-2, 3-5, 6-8, 9-12;
  - a quote based on LCS' student and staff numbers; and,
  - a plan for professional learning
- A curriculum adoption team was formed to review the curriculum materials that included elementary representatives from each building, an interventionist, two middle school representatives, two high school representatives, our literacy coach, administrators, and the Assistant Superintendent of Curriculum and Instruction
- The curriculum adoption team used the EQUiP rubric, the CRE Scorecard (equity), the Reading League Curriculum Evaluation tool, and the POG competencies to measure the quality of the programs.

- Rubrics were scored and discussions were held to determine the resource that will best the needs of our students and the future of Lincoln.
- Members of the acquisition team met with the representatives from the curricular programs to further discuss scope and sequence, product development, supplemental support materials, professional learning, and cost.
- The team is now bringing the programs to the Board for review and approval for the ARC proposal (year one will be lower in cost due to using funds from various grants) and the Into Literature proposal.

**The why:**

- An ELA resource is part of the 5 year curriculum cycle
- Our current elementary ELA resource, Journeys, will retire in 2025
- Middle and high school have not had a curricular program in over ten years
- Our curricular resources need to match the direction in which our district is headed. MS and HS do not have one and our current elementary resource is outdated

**Research:**

- Six core curricular programs were selected for review based on evidence-based research including EdReports and Knowledge Matters, the needs of our students, and the Portrait of a Graduate competencies.
- The curriculum adoption team used the EQuIP rubric, the CRE Scorecard (equity), the Reading League Curriculum Evaluation tool, and the POG competencies to measure the quality of the programs.
- Rubrics were scored and discussions were held to determine the resource that will best the needs of our students and the future of Lincoln.
- Our updated resource aligns with the Science of Reading (which are best practices)

**Proposed Plan:**

- A survey went out to the elementary staff to gauge interest in beginning to use a new ELA resource for the 23-24 school year or wait until the 24-25 school year due to our current math initiatives. Approximately 35% would like to begin next year. That 35% will receive resources and training at the end of the school year/summer to be our pilot starters with all teachers fully implementing the resource the 24-25 school year.
- At the middle and high school level, staff will have their "Getting Started" training before the end of the school year/summer work time with full implementation for the 23-24 school year including professional learning.

**Outcome and impact:**

- LCS students will benefit from a guaranteed and viable curriculum for ELA K-12
- Staff will be able to provide our students with rigorous, high level content that supports LCS' strategic plan direction
- During district collaborative team meetings, staff will be able to address the four questions in a PLC process
- Improved instructional practices for staff
- Cross curricular opportunities due to resources and activities
- Increased student engagement and teacher facilitation
- Increased scores on state and local assessments

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

10.8 eSports Club

The process

- Staff members at various levels attended webinars and seminars on eSports as a rigorous and diverse platform from which to engage students, foster curiosity, and gain experience in multiple STEM fields. These include those hosted by REMC and MACUL.

The why:

- Esports is a rapidly growing industry, with millions of people around the world watching and playing competitive video games. As the popularity of esports continues to grow, so too does the potential for esports to be used as a tool for education.

There are many reasons why esports can be a valuable addition to the classroom. First, esports can help students develop important skills such as teamwork, communication, and problem-solving. These are all skills that are essential for success in both school and the workplace.

Second, esports can help students learn about different cultures and perspectives. Many popular esports games are based on real-world sports or historical events. This can give students a chance to learn about different cultures and perspectives in a fun and engaging way.

Third, esports can help students stay motivated and engaged in school. For many students, esports is a passion that they are eager to learn more about. By incorporating esports into the learning environment, teachers can tap into this passion and use it to motivate students to learn.

Here are some specific examples of how esports can be used in the learning environment, several of which mirror our Portrait of a Graduate:

- Teamwork/Collaboration: Many esports games require players to work together as a team to achieve victory. This can teach students the importance of teamwork, communication, and cooperation.
- Communication: Esports players need to be able to communicate effectively with their teammates in order to win. This can help students improve their communication skills, both written and verbal.
- Problem-solving: Esports games often require players to solve problems in order to progress. This can help students develop their problem-solving skills, which are essential for success in school and the workplace.
- Critical thinking: Esports games often require players to think critically about the game and make decisions based on the information they have available. This can help students develop their critical thinking skills, which are also essential for success in school and the workplace.
- Creativity: Some esports games allow players to be creative, such as by designing their own characters or strategies. This can help students develop their creativity, which is a valuable skill in many different fields.

Esports is a growing and exciting field with the potential to positively impact education. By incorporating esports into the learning environment, teachers can help students develop important skills, promote cultural understanding, and keep students motivated and engaged in school.

#### Research:

- According to a systematic literature review and research agenda by J. Johnson et al., esports can provide students with opportunities to develop teamwork, communication, strategy, and sportsmanship skills. The study also found that esports can help students develop cognitive and social development, improved hand-eye coordination, and better problem-solving skills.

Another literature review by J. Johnson et al. found that esports can help students learn how to think strategically and make quick decisions under pressure.

A scoping review by M. Hamari et al. found that esports can provide students with opportunities to develop empathy towards others and good sportsmanship .

<https://www.sciencedirect.com/science/article/pii/S1877042819310648>  
<https://www.tandfonline.com/doi/full/10.1080/24704027.2020.1778407>  
<https://www.frontiersin.org/articles/10.3389/fspor.2021.643778/full>

A survey was also given to 9th-12th grade students at the high school this week to gauge interest. Out of the 61 responses thus far, 31 of them are interested in adding eSports as a club at the high school.

Proposed Plan

- To start as an after school club and develop into a fully fledged team.
- The first year the goal is to actively participate in at least one full season using the free league.
  - During the seasons, students would be playing games that are rated “teen” and below. These games would be based on the league in which we are a part.
- To field at least one full team
- Ideally it would be good field both a practice team and a team
- To also leverage the equipment and space during the school day to enhance already existing coursework involving computer based applications

Outcome and impact:

- To engage students who may not have other avenues of engagement
- To make the connection between the work of being on an esports team and real careers
- To teach real world, career, and STEM-based skills to students
- To have fun
- To gain skills in SEL to manage emotions and thinking during high stress competitive situations

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

**11.0 OLD BUSINESS**

11.1 Tenure and Continuing Probation Recommendations

The building administrators have recommended the following probationary teachers to be continued for the 2023-2024 school year.

There are five teachers being recommended for tenure. Board action was requested.

Teacher Tenure Recommendations					
Building	Last Name	First Name	Hire Date	Tenure Eligibility Date	Notes
Bishop Elementary	SWIDAN	NICOLE	1/13/2018	1/13/2023	Five Year Requirement
Childs Elementary	RICKLE	ANTHONY	8/12/2018	6/30/2023	Five Year Requirement
Childs Elementary	RUPER	CHRISTI	8/26/2019	6/30/2023	Five Year Requirement
Childs Elementary	MOORE	KATLIN	8/12/2018	6/30/2023	Five Year Requirement
Lincoln Middle School	MIKEL	NICOLE	2/5/2018	2/5/2023	Five Year Requirement

It was moved by Bentley and seconded b Sparks that we approve the 2023-2024 Tenure and Continuing Probation Recommendation as presented by Administration.

Ayes: 4  
 Nays: 0  
 Motion carried 4-0

11.2 Pediatric Therapy Associates, LLC 2023-24 Contract

Lincoln Consolidated Schools has partnered with Pediatric Therapy Associates since 2000 to provide additional ancillary support staff. Pam Curtis, the owner of Pediatric Therapy Associates provides staffing solutions across Washtenaw County at competitive rates.

Ancillary support staff are speech language providers, occupational therapists, and physical therapist. These roles are required for the implementation of special education services across the district. These services provide much of our Medicaid revenue. As such, they are funded through Act 18 special education funds and not IDEA. Please read the information in the Board packet. Board action was requested.

It was moved by Bentley and seconded by Moore that we approve Pediatric Therapy Associates Contract as presented.

Ayes: 4  
Nays: 0  
Motion carried 4-0

11.3 Chartwell 2023-2024 Contract Renewal

Lincoln Consolidated Schools entered into a five-year contract with Chartwells in the prior year. The renewal of that contract would be good for one year ending June 30, 2024 and may be renewed by mutual agreement for four more additional one-year periods, this year being our first renewal. Board action was requested.

It was moved by Bentley and seconded by Sparks that we approve the Chartwell 2023-2024 Contract Renewal as presented.

Ayes: 4  
Nays: 0  
Motion carried 4-0

11.4 K-5 SEAB (Sexual Education Advisory Board) Curriculum

Please read the attached documentation in reference to the SEAB's recommendation. Board action was requested.

It was moved by Bentley and seconded by Moore that we approve the K-5 Sex Education Curriculum recommendation by the SEAB (Sexual Education Advisory Board) as presented.

Ayes: 4  
Nays: 0  
Motion carried 4-0

**12.0 ADJOURNMENT**

It was moved by Sparks and seconded by Moore that we adjourn the meeting at 9:09 p.m.

Ayes: 4  
Nays: 0  
Motion carried 4-0

**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