

LINCOLN CONSOLIDATED SCHOOLS
Ypsilanti, Michigan
BOARD OF EDUCATION / REGULAR MEETING
August 22, 2022
6:00 p.m.
District Boardroom-Lincoln High School

OFFICIAL MINUTES

BOARD MEMBERS PRESENT

Allis Sparks, Secretary (arrived at 6:06pm)
Thomas Rollins, Treasurer
Yoline Williams, Trustee
Matthew Bentley, Trustee
Jason Moore, Trustee

ADMINISTRATORS PRESENT

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

OTHERS PRESENT

Edgar Brown, Jim Harless, Laurie Price, Paula Robinette, Mary Aldridge and K. Procter.

1.0 CALL TO ORDER

Trustee Williams called the meeting to order at 6:01 pm.

2.0 ROLL CALL

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

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 Moore that we accept the agenda as presented.

Ayes:5

Nays: 0

Motion carried 5-0

6.0 PRESENTATIONS

6.1 Technology Presentation

Presented by Solomon Zheng

Device overview

- About 2500 Chromebooks
- About 1000 iPads
- About 60 copiers and printers
- Over 350 cameras
- In addition to older desktops, computer labs, switches, access points, staff devices, projectors, and interactive boards
- 4000 devices managed and supported by team

Current Projects

- Update district networking infrastructure
- Update LMS and LHS access points
- Improve access point density at elementary

- Migrating cameras from existing system to new(er)
- Chromebooks refresh every three years and must be retired at 5 years
- iPads should be refreshed at least every five years.
- Staff Windows devices should be at least every three years
- Network focus is on strengthening infrastructure and expanding access
- Security camera coverage and reliability

6.2 Professional Development Presentation

Presented by Karensa Smith

August 15-17, 2022

- [New Teacher Orientation](#)

August 22-25, 2022

- [Professional Learning for all staff](#)

Early Release Days

- All ER days will focus on Equity. It will support taking our learning over the last few years and discussing how beliefs that we hold impact student achievement as well as implementing our learning in our instructional practices. Our presenters, Dr. Terry Flennaugh, Associate Professor at MSU and Dr. Paul Gorski, Founder of the Equity Literacy Institute and EdChange, will intertwine learning and implementation, vice versa, while also integrating our guaranteed and viable curriculum work
- The presenters will be virtual (Dr. Gorski) and in person (Dr. Flennaugh) while the staff will be engaged in the work together in one space
 - HS = 12:15 pm-2:15 pm
 - MS/Childs = 1:05 pm - 3:05 pm
 - Bishop/Brick will be 2:00 pm - 4:00 pm
- September 16th
 - Dr. Paul Gorski meets with every level for first hour of the ERPD to discuss how our biases can affect common assessments and lesson planning
 - Dr. Flennaugh will meet with every level the second hour and give us tools to think about when creating common assessments and lesson planning
- October 14th - Teacher Work Day for Elementary, HS/MS - 2 hours PL
 - 2 hour block of collaborative team time for secondary
 - Dr. Flennaugh to circulate to offer support
- November 11th
 - Dr. Paul Gorski with HS and Bishop/Brick
 - Dr. Flennaugh at MS/Childs; tie in his visits from October
- December 9th
 - Dr. Paul Gorski with HS and Bishop/Brick
 - Dr. Flennaugh at MS/Childs
- January 23rd - HS/MS Teacher Records Day; Elementary 4 hours PL
 - Molding Math Mindsets professional learning
- February 10th- Teacher Work Day for Elementary, HS/MS - 2 hours PL
 - 2 hour block of collaborative team time for secondary
 - Dr. Flennaugh to circulate to offer support
- March 10th
 - Dr. Flennaugh at HS and Bishop/Brick
 - Dr. Gorski with MS/Childs
- April 21st
 - Dr. Flennaugh at HS and Bishop/Brick
 - Dr. Gorski with MS/Childs

- May 5th
 - Dr. Flennaugh at HS and Bishop/Brick
 - Dr. Gorski with MS/Childs
 - Staff presentations on learning/implementation for the year

Other Professional Learning Opportunities and district meetings

Grade Level/Departmental Collaborative Team Meetings; SE staff will be with Student Services

Director

- District collaborative team meetings will focus on the work of a guaranteed and viable curriculum. This year, we will continue deconstructing standards and create success criteria, begin creating/implementing a scope and sequence/pacing guides, and creating/implementing quality common formative and summative assessments while setting the conditions for formative use all with and SEL/Equity lens
 - HS = 2:22 pm - 3:22 pm
 - MS = 3:12 pm - 4:12 pm
 - Elementary = 4:09 pm - 5:09 pm
- September 21st
- October 19th
- November 30th
- December 14th
- January 25th
- February 22nd
- March 22nd
- April 26th
- May 24th

Staff/Grade level Meetings

- At least monthly

Mentor Training

- monthly/quarterly

Actively Learn PD for HS ELA/SS -

- as needed

Essential Practices for Middle School ELA Dept.

- As needed

Newsela Training for ELA and Social Studies

- As needed

Amplify Science PD with Mary Starr for MS Science Dept.-

- August 22nd - 3 hour collaborative team meeting
- One on one coaching throughout the school year

Amplify Science PD with Mary Starr for HS Science Dept.-

- One on one coaching throughout the school year

STEM training with Andrea Pisani for Brick

- August 22nd - 6 hour kick off
- 30 hours of coaching for the Brick staff
- 40 hours of coaching for new STEM specialist

Math best practices for elementary

- Professional learning and coaching throughout the school year

Curriculum Leaders' Meeting

- Monthly for training
- Monthly for planning meetings

District MICIP Meetings

- monthly

MTSS Meetings

- Multi-year support from the MiMTSS Technical Assistance Center

- MTSS = Comprehensive framework of research-based strategies designed to meet the needs and assets of the whole child
- Effective Innovation = Defined set of practices that have been made usable and proved to produce successful student outcomes
- District Implementation Team = the main team assisting with this process and meet several times throughout the year
- Monthly for the full district team

7.0 SUPERINTENDENT AND STAFF REPORTS/CORRESPONDENCE

7.1 Superintendent's Report

- Thanked the Board of Education for their support.
- All staff return on August 23, 2022
- The next steps for the Strategic Plan will be announced soon.

7.2 Curriculum & Instruction Report

Curriculum

- The Book Mobile was a success. We had a total number of 137 students receive a free book from Lincoln and several staff members participate. Kudos to Nicole Davis who was present daily and drove the Lincoln van. We will make modifications based on data that we kept.
- Last week, we held our three days of New Teacher Orientation. We had approximately 30 new staff members in attendance. The Induction Team did a great job planning and implementing their vision. We heard [positive results](#) and will also be making modifications based on other pieces of feedback.
- We have made changes to the Virtual Academy in terms of staffing and have hired a Virtual Academy Coordinator to complete the day to day tasks. Currently, we have 155 students enrolled.
- As a reminder, we are continuing to use our two grants as a district - SEL grant and Equity grant. We have staff members on both grant committees that will be learning and sharing information with our entire staff to help move our district forward
- Professional Learning with our Ad Council team the second week of August entailed lots of team building and discussions around the PLC Conference that was attended and the changes we are making as a district due to new learning.
- As stated, 12 Curriculum/Teacher Leaders and 3 administrators (Gretchen Guck, Danielle Cole, Cari Berecz, Jenny Sloan, Mike Hotchkiss, Kim Atkins, Jennifer Pocock, Andrea Adams, Teddy Robinson-Jones, Kyla Gurganus, Leslie Schwegler, Laura Angel, Abby Smith, Shane Malmquist, and myself) attended the PLC At Work Institute in Grand Rapids for 3 days this summer sponsored by Solution Tree. This group will be instrumental in moving the process of a PLC forward in our district with a focus on All Means All. This focus is instrumental and has come into play in various ways - equity, putting systems into place, planning processes and procedures, staffing, scheduling our courses, etc...

Grants

- All of our budgets for Title I, II, III (EL), and IV have been submitted and are awaiting official approval.

7.3 Finance Report

- The audit is finish and will be presented at a later dat.

8.0 BOARD REPORTS/CORRESPONDENCE

8.1 Board Executive Committee Report

- The Executive Committee will meet next on August 29, 2022, in the Pittman Room.

- 8.2 Board Performance Committee Report
 - The next Performance Committee is scheduled for September 26, 2022, in the Pittman Room.
- 8.3 Board Planning Committee Report
 - The next Planning Committee is scheduled for September 12, 2022.
- 8.4 Board Finance Committee Report
 - The next regularly scheduled Finance Committee is scheduled for October 10, 2022 at 4:30 in the Pittman Room.
- 8.5 Reports and Correspondence
 - Allie Sparks attended MASB Summer Seminar where the focus was building trust and relationships

9.0 PUBLIC COMMENT

- 9.1 Response to Prior Public Comment
 - Rick Knowls, former employee now resident, thanked the Board of Education for the opportunity to work at Lincoln for many years.
- 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.
- Jim Harless, resident, stated his wife retired and the transition was much better, and he appreciated the timeliness.

10.0 CLOSED SESSION

- 10.1 Negotiations
It was necessary to enter closed session to discuss the Negotiations, to return to open session.

A roll call vote was necessary.

Pursuant to Sections 8(c) of the Open Meetings Act, it was moved by Bentley and seconded by Rollins that we enter closed session to discuss the Negotiations, to return to open session.

Ayes: 5 Bentley, Moore, Sparks, Rollins and Williams
Nays: 0
Motion carried 5-0

11.0 NEW BUSINESS

11.1 Superintendent Contract

It was moved by Bentley and seconded by Sparks that we authorize President Czachorski or her delegee, to negotiate with Mr. Jansen, to continue as Superintendent of Lincoln Consolidated Schools.

Ayes:5
Nays: 0
Motion carried 5-0

11.2 Global Psychological Contract

Global Psychological

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

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

11.3 LCTU (Lincoln Consolidated Transportation Union) Contract **LCTU Contract**

This is a three-year contract expiring June 30, 2025, which will make our bus driver pay competitive with surrounding areas, including some private vendors. District administration will provide bargaining updates during the closed session.

It was moved by Bentley and seconded by Moore that we accept the three-year contract with the Lincoln Consolidated Transportation Union (LCTU) from July 1, 2022, to June 30, 2025 as presented by the Superintendent.

Ayes:5
Nays: 0
Motion carried 5-0

11.4 LAA (Lincoln Administrators Association) Contract **LAA Contract**

This is a two-year contract expiring June 30, 2024. District administration will provide bargaining updates during the closed session.

It was moved by Bentley and seconded by Sparks that we accept the two-year contract with the Lincoln Administrators' Association from July 1, 2022, to June 30, 2024, as presented by the Superintendent.

Ayes:5
Nays: 0
Motion carried 5-0

12.0 OLD BUSINESS

12.1 Minutes of Previous Meeting

12.1.1 Regular Meeting August 8, 2022

12.1.2 Closed Session August 8, 2022

Enclosed are the minutes of the August 8, 2022, Regular Meeting and Closed Session

It was moved by Bentley and seconded by Sparks that we approve the minutes of the August 8, 2022, Regular Meeting and Closed Session as presented.

Ayes:5

Nays: 0

Motion carried 5-0

12.2 MASB 2022 Delegate Assembly

MASB's 2022 Delegate Assembly will begin **Thursday, October 20, 2022, at 7:00 p.m. at the Grand Traverse Resort in Acme (please note different day/time than usual)**. Delegates selected by boards of education across the state will decide MASB's positions on a wide variety of issues affecting education. Lincoln Consolidated Schools gets three voting delegates and three voting alternates selected by the Board of Education. All delegates must be at the Delegate Assembly to vote. Board action was requested.

It was moved by Bentley and seconded by Sparks that we appoint Jennifer Czachorski, Jennifer LaBombarbe & Allie Sparks to represent Lincoln Consolidated Schools at the Michigan Association of School Boards (MASB) 2022 Delegate Assembly, October 20, 2022. Matt Bentley will serve as an alternate.

Ayes:5

Nays: 0

Motion carried 5-0

12.3 School Psychologist Contract

Please review attached document. The District is working with a contract vendor who is able to provide a full time school psychologist for the 2022-2023 school year. With many contracted special education services, the services are provided remotely. However, this vendor and school psychologist will provide services in person for the entire school year. School psychology is an extremely difficult position to fill locally, and this contract will assist with evaluations and other District needs. After the 2022-2023 school year, the District and the psychologist may choose to direct hire through the staffing company for a not-yet-negotiated fee. The expected spend on the contract for the 2022-2023 school year is between \$125,000-\$135,000, but the District will begin realizing savings from 2.0 FTE of budgeted positions. Board action was requested.

RECOMMENDED MOTION: I move It was moved by Bentley and seconded by Moore that we approve School Psychologist Contract as presented.

Ayes:5

Nays: 0

Motion carried 5-0

12.4 Substitute Rate Increase

It has become well documented that the substitute shortage is having a negative impact on teacher stress and mental health. The NEA cites the substitute teacher shortage as just one factor impacting educator's desire to stay in the profession. NPR's Scott Simon similarly discusses the "critical shortage of substitute teachers to cover their classes."

Recommendation:

Increase teacher substitute pay rates to the following rates:

- Daily Substitute Teacher - \$120/day
- Building Substitute Teacher & Retired Lincoln Teacher Daily Rate - \$150/day
- Long Term Substitute Teacher - \$200/day
- Paraprofessional Rate - \$15.00/hour

Total Expected Cost Increase with No Behavior Changes: \$61,230.94

Board action was requested.

It was moved by Bentley and seconded by Sparks that we approve the Substitute Pay Increase as presented.

Ayes:5
 Nays: 0
 Motion carried 5-0

12.5 July 2022 Finance

Enclosed are the July 2022, Financial Reports. The Superintendent recommends approval as presented.

It was moved by Bentley and seconded by Sparks that we approve the July 2022, Finance Report as presented.

Ayes:5
 Nays: 0
 Motion carried 5-0

12.6 July 2022 Check Register

Enclosed is the July 1-31, 2022, check register in the amount of \$1,888,405.65. The Superintendent recommends approval as presented.

It was moved by Bentley and seconded by Sparks that we approve the July 1-31, 2022, check register in the amount of \$1,888,405.65 as presented

Ayes:5
 Nays: 0
 Motion carried 5-0

12.7 July 2022 Trust and Agency

Enclosed is the July 2022, Trust & Agency Report. The Superintendent recommends approval as presented.

It was moved by Bentley and seconded by Sparks that we approve the July 2022, Trust & Agency Report as presented.

Ayes:5
 Nays: 0
 Motion carried 5-0

12.8 Personnel Transactions

<u>ACTION ITEMS</u>				
Name	Position/Building	Effective Date	Status	Major/Step
Lori Kaspala	Administrative Assitant/Human Resource Department	7/11/2022	Transfer	
Kenyotda Jones	Bus Driver/Transportation	8/8/2022	New Hire	
Charles Boswell	Art Teacher/Lincoln High School	8/15/2022	New Hire	BA Step 3
Sarah Depriest	English Teacher/Lincoln High School	8/15/2022	New Hire	BA Step 3
Vicky Lynch	Special Education Teacher/Childs Elementary School	8/15/2022	New Hire	MA Step 3
Makayla Roeder	Special Education Teacher/Bishop Elementary School	8/15/2022	New Hire	BA Step 2
Konnie Palmer	Building Secretary/Bishop Elementary School	8/4/2022	Transfer	
Jessica James	Virtual Academy Coordinator/LCVA	8/15/2022	New Hire	MA Step 10
Kristina Brashear	Teacher/Brick Elementary School	8/15/2022	New Hire	BA Step 9
Andrew Duncan	SS Teacher/Lincoln High School	8/15/2022	New Hire	BA Step 3

Meghann Orrison	Building Secretary/Childs Elementary School	8/15/2022	New Hire	
Jeannine Vuillemot	Teacher/Brick Elementary School	8/15/2022	New Hire	MA Step 4
Dawn Gwisdala	Bus Driver/Transportation	8/15/2022	New Hire	
Sarah Hickman	Teacher/Brick Elementary School	8/15/2022	New Hire	BA Step 3
Olivia Kagan	Teacher/Bishop Elementary School	8/16/2022	New Hire	MA Step 3
Daniel Cantrell	Bus Aide/Transportation	8/17/2022	New Hire	
Michael Mayes	Social Studies/Lincoln High School	8/23/2022	Transfer	
Karen Cohen	Paraprofessional/Childs Elementary	10/1/2021	Retirement	
Patricia Smith	Special Education Teacher/Bishop Elementary School	8/1/2022	Resignation	
Lauren Warner	Teacher/Bishop Elementary School	8/1/2022	Resignation	
Pamela Miller	Interventionist/Lincoln Middle School	8/10/2022	Resignation	
Marilyn Andrews	Spanish Immersion Teacher/Lincoln Middle School	8/10/2022	Resignation	
Mercedes Bens	Teacher/Bishop Elementary School	8/8/2022	Resignation	
Cabria Culp	Noon Supervisor/Model Elementary School	8/8/2022	Resignation	
Lindsay Fowler	Interventionist/Bishop Elementary School	8/3/2022	Resignation	
Luke Moore	Counselor/Lincoln High School	7/28/2022	Resignation	
Amanda Lowe	Bus Driver/Transportation	7/28/2022	Resignation	

It was moved by Bentley and seconded by Sparks that we approve the August 22, 2022, Personnel Transactions Summary as presented.

Ayes:5
 Nays: 0
 Motion carried 5-0

13.0 ADJOURNMENT

It was moved by Bentley and seconded by Sparks that we adjourn the meeting at 7:18 p.m.

Ayes: 5
 Nays: 0
 Motion carried 5-0

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