

LINCOLN CONSOLIDATED SCHOOLS
Ypsilanti, Michigan
BOARD OF EDUCATION / REGULAR
MEETING
January 23, 2023
6:00 p.m.
District Boardroom-Lincoln High School

OFFICIAL MINUTES

BOARD MEMBERS PRESENT

Jennifer Czachorski, President
Allie Sparks, Secretary
Thomas Rollins, Treasurer
Matthew Bentley, Trustee
Yoline Willims, 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, Mary Aldridge, Sarah Vollmer, Briana Jones, Nicole Mikel, Paula Robinette, Abby Smith, Katlin Moore, Mochelle McQueen, Miriam Corvino, Chris Westfall, Laurie Price and Zachary Roberts

1.0 CALL TO ORDER

President Czachorski called the meeting to order at 6:10 pm.
(Dinner was provided by Chartwell for the Board of Education and all in attendance)

2.0 ROLL CALL

Roll call showed all Board Members were present with the acceptance of 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 BOARD PRESENTATIONS

5.1 School Board Appreciation

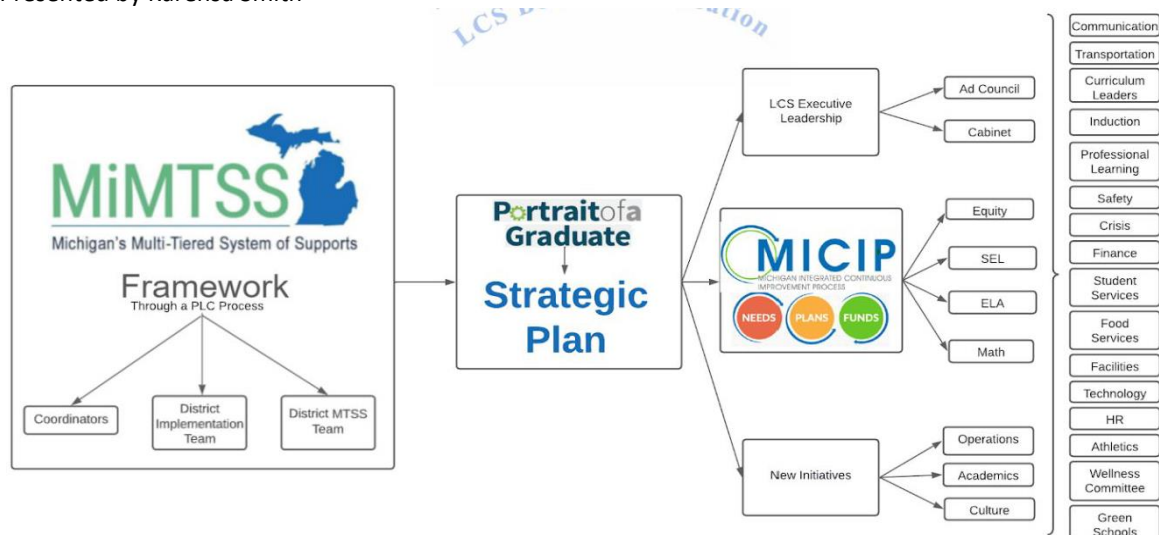
In celebration and recognition of our Board of Education a presentation for School Board Appreciation Month was given.

5.2 Employee of the Month

Congratulations to Katlin Moore for being selected as employee of the month for January. Katlin works as a 5th grade teacher as a member of our amazing Childs Elementary team. Mrs. Aldridge, Michael Hotchkiss and Puja Mullins all collaborated on a nomination for Katlin. Puja writes, "Our students have loved being in her space, and respond to her high expectations, knowing that she will always support them with exactly what they need! She also goes above and beyond to support her colleagues, and somehow carves out the time to represent teachers' voices at meetings, plan social get-togethers to keep our spirits high, and recruit folks to participate in the monthly CASEL activities that students plan with her

support.” Katlin, on behalf of our entire LCS community, thank you for being you and all that you do for our school family. Katlin will be recognized at the January 23 School Board meeting.

5.3 Curriculum & Instruction Presentation
 Presented by Karensa Smith



Our work thus far includes:

- District Capacity Assessment
- Developing effective and efficient team meeting structures
- Research-supported practices for high-quality implementation
- Developing a high-quality process for recruiting and selecting staff to support the implementation of MTSS
- Developing processes and procedures to ensure staff have access to high-quality professional learning for MTSS
- Started the process for discipline/behavior implementation through PBIS
- Created a SLT for the 2 building in the first cohort.
- Goal: Discipline, behavior, ODR process for the fall

MICIP (Michigan Integrated Continuous Improvement Process)

Based on our sub-committee leads attending the MICIP Conference in October, we have modified our entire plan to be more in alignment with our work and needs. The new plan will include two goals:

- MTSS Academic
 - Equity; Sub-committee lead is Andrea Adams
 - ELA (English Language Arts); Sub-committee lead is Amy Baxter
 - Math; Sub-committee lead is Jennifer Pocock
- MTSS Affective
 - Equity; Sub-committee lead is Andrea Adams
 - SEL (Social-Emotional Learning); Sub-committee leads are Sarak Kraemer and Puja Mullins

Curriculum and Instruction

Our revised MICIP plan aligns with what we are doing as a district in terms of curriculum, instruction, and assessment.

- PLC process
- Guaranteed and Viable Curriculum
 - Essential Standard guide template
- Identifying and supporting students through Tier II and III interventions and supports
- Utilizing data to extend student learning

- Implement core CASEL competencies
- Positive Behavior Intervention Support
- Professional Learning

Induction Program

- The Induction Design Team revised the mentor/mentee expectation packets last spring
- Staff wanting to be a mentor completed an application form
- New and experienced mentors are receiving ongoing training through our consultant with Just Ask Publications
- All staff identified as needing a mentor have been assigned a mentor
- Mentors meet regularly with their mentee following the expectations

6.0 SUPERINTENDENT AND STAFF REPORTS/CORRESPONDENCE

6.1 Superintendent's Report

- The first meeting to start the Strategic Plan has begun. The team will meet again in February and March.
- The LHS Student Leadership Team are planning to meet again in February. The first meeting was very successful, and the students enjoyed meeting with the Superintendent, and several would like to be shadowed in the future.

6.2 Technology Report

- Cameras are going out to RFP soon.
- Network upgrade for LMS and LHS of track.
- Virtual Reality ready to deploy after this week's training.

6.3 Human Resources Report

- Grow Your Own Grants - Grant Application Due 1/31/23. We are coordinating with WISD in order to maximize grant monies.
- HR is spearheading a review of the Applicant Tracking Software across Washtenaw County.
- We are entering Career Fair Season. Below is the current schedule:
 - MSU Diversity, Equity, & Inclusion - February 1
 - Wayne State University - March 1
 - MSU College of Ed - March 13
 - University of Toledo - March 29
 - Grand Valley State University - April 26
 - MDE - May 10, June 7, and August 9
 - Tentative - Working on HBCU Visit with our HBCU Students over Spring Break.
- Provide a thank you to the Board for approval of the bonus in December on behalf of our staff. Feedback has been overwhelmingly positive.

6.4 Finance Report

- 6.4.1 January 2023 Food Service Report
Board report was included in the Board packet.
- 6.4.2 January 2023 Enrollment Report
Board report was included in the Board packet.

7.0 BOARD REPORTS/CORRESPONDENCE

7.1 Board Executive Committee

Next Executive Committee will meet next on February 6, 2023.

7.2 Board Performance Committee Report

The Performance Committee meeting will be held on February 27, 2023.

- 7.3 Board Planning Committee Report
The next Planning Committee meeting will be on February 13, 2023.
- 7.4 Board Finance Committee Report
The next Finance Committee meeting will be held on Monday, February 6, 2023 at 4:30 pm.
- 7.5 Board Reports
 - No Board Reports

8.0 PUBLIC COMMENT

- 8.1 Response to Prior Public Comment
 - Mike McVey, Saline Board of Education Trustee, attended to invite Lincoln's Board to upcoming events.
- 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.

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.
- Nicole Mikel, parent, addressed the Board of Education about ECA students not being allowed or accommodated to play in the High School band.

9.0 CONSENT AGENDA

- 9.1 Minutes of Previous Meeting
 - 9.1.1 Regular Meeting December 12, 2022
 - 9.1.2 Organizational Meeting January 9, 2023
Enclosed are the minutes of the December 12, 2022, Regular Meeting and January 9, 2023, Organizational Meeting as presented.
- 9.2 Student Trips

9.2.1 High School Band Camp

The camp we utilized last year could not accommodate our schedule of dates this year. I called almost 18 camps within a 3 hour radius and found 1 that could accommodate our group, YMCA Kimball Camp is the chosen venue this year and hopefully years beyond. I did take a tour of the facility early this fall. The facilities are in great condition with plenty of amenities for our group including high ropes, lake, climbing wall, and sports area in addition to the other areas needed to run camp. This camp is lower in cost compared to YMCA Sherman Lake. Board action was requested.

9.2.2 High School Band Cincinnati Trip

Traveling provides real world experience for our students to explore other geographical areas. Traveling allows students to navigate time management skills with the itinerary, exploring living with their peers, and conducting themselves appropriately away from school. Board action was requested.

9.3 December 2022 Finance

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

9.4 December 2022 Check Register

Enclosed is the December 1-31, 2022, check register in the amount of \$1,565,958.39. The Superintendent recommends approval as presented.

9.5 December 2022 Trust and Agency

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

9.6 Personnel Transactions

<u>ACTION ITEMS</u>					
Name	Position/Building	Date of Hire	Effective Date	Status	Major/Step
LaTiece Howard	School Social Worker/Lincoln Middle School		12/19/2022	New Hire	MA Step 15
Rebecca Smith	Teacher/Bishop Elementary School		1/9/2023	New Hire	BA Step 3
Jessica Spangler	Bus Driver/Transportation		1/24/2023	Re-Hire	
Brendea Johnson	Building Secretary/Lincoln Middle School		1/17/2023	New Hire	
Name	Position/Building	Date of Hire	Effective Date	Status	
Alexis Guziel	Paraprofessional/Bishop Elementary School	6/21/2021	12/1/2022	Transfer	From MS
Ty Dawes	Bus Driver/Transportation	10/30/2022	12/20/2022	Transfer	From Aide to Driver
Ricky Jefferson	Bus Driver/Transportation	10/30/2022	1/10/2023	Transfer	From Aide to Driver
Corinthians Snider	Bus Aide/Transportation	5/27/2022	12/7/2022	Terminated	
Lisa Brower	Teacher/ Childs Elementary School	11/3/1995	12/22/2022	Retirement	
Donna Ellis	Teacher/Childs Elementary School	8/31/1992	12/31/2022	Retirement	
Diane Baugher	Paraprofessional/Brick Elementary School	2/9/1998	12/31/2022	Retirement	
John Malbone	Counselor/Lincoln Middle School	08/14/2017	12/31/2022	Retirement	
Derek Gonzales	Teacher/Lincoln High School	11/1/1997	12/31/2022	Retirement	
Eric Leckemby	Bus Driver/Transportation	8/9/2021	12/12/2022	Resignation	

Ledra Lawson	Bus Aide/Transportation	11/4/2015	1/10/2023	Retirement	
Leah Duperon	Paraprofessional/Lincoln Middle School	11/20/2022	12/22/2022	Resignation	
Sarah Minch	Paraprofessional/Bishop Elementary School	1/17/2019	12/22/2022	Resignation	
Tara Lank	Teacher/Lincoln Middle School	1/6/2020	5/27/2021	Resignation	(employee file clean up)
Name	Position/Building	Start Leave Date	Return to Work Date	Status	Approved/Not Approved
Christopher Erickson	Mechanic/Transportation	2/1/2023	3/1/2023	FMLA	Approved
Sophia Dangerfield	Paraprofessional/Brick Elementary School	2/10/2023	5/8/2023	FMLA	Approved
Martha Vendittelli	Teacher/Childs Elementary School	1/17/2023	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.*

There was no objection, to the Consent Agenda items they will be adopted

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

Ayes: 6

Nays: 0

Motion carried 6-0

10.0 NEW BUSINESS

10.1 Student Discipline

10.1.1 Student #6

The Board Discipline Committee met on December 22, 2022, to conduct a disciplinary hearing for Student #6 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 #6 as presented.

Ayes: 6

Nays: 0

Motion carried 6-0

10.1.2 Student #7

The Board Discipline Committee met on January 17, 2023, to conduct a disciplinary hearing for Student #7 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 #7 as presented.

Ayes: 6

Nays: 0
Motion carried 6-0

10.2 Student Trip

10.2.1 Bishop-5th Grade Camp

Bishop Elementary Upper House Outdoor Education Camp - The UH Teachers at Bishop are planning to return to Camp Storer in Jackson, MI in the spring of 2023 from April 4th - 6th. The UH Teachers would like to take the UH students to Camp Storer for a 3 day/2 night Outdoor Adventure camp experience from Tuesday, April 4th - Thursday, April 6th, 2023. The outdoor and adventure education experience includes day programs, evening programs, catered meals, and overnight stays in modern lodges with bunk rooms. Adventure Education offers opportunities for the students to participate in several of the following activities: Soar through the trees on our zip lines. Climb to new heights on our outdoor climbing tower. Navigate mid-air obstacles on our high ropes courses. What better way to connect to nature than to be right in the trees! The students and staff will be able to challenge themselves and create memories that will last a lifetime. This was presented for information only; Board action will be requested at a subsequent meeting.

10.2.2 Brick-5th Grade Camp

The Storer Outdoor School is a hands-on total immersion learning center serving more than 120 elementary and middle schools each year. "The Great Outdoors" makes science and related curriculum come alive, and significantly more relevant, for each student. Each year, more than 9,000 students and teachers spend 3-5 days and nights on-site at our Outdoor School. Storer's staff of educators offers more than 30 courses that teach natural sciences, environmental issues, cultural history, and team building through active participation. The importance of outdoor experiences reported in independent studies that show OEE programs raise science scores by as much as 27% and that OEE programs have a positive effect on student achievement in general. In addition, studies show that outdoor educational experiences positively impact student behavior and interaction with peers as shown through improved conflict resolution skills. The results are measurable and significant. This was presented for information only; Board action will be requested at a subsequent meeting.

10.3 Board of Education Committee Meeting Schedule

The Superintendent and Committee Chairs recommend approval as presented.

It was moved by Bentley and seconded by Williams that we approve the Board of Education Committee Meeting Schedule for 2023 as presented.

Ayes: 6
Nays: 0
Motion carried 6-0

10.4 Washtenaw County Sheriff Contract Addendum

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

10.5 Meal Magic Proposal

Food Service Director, Zach Roberts sat down with Crystal Hall from meal magic and she ran through a demo of meal magic and their program.

He was pleased to see the ease of navigating Meal Magic. The program offers a much more user-friendly experience on both the service side and the back office side. The customer service and training that meal magic offers is much more superior to the current system.

Another huge improvement that Meal Magic offers is the parent portal. Meal Magics parent portal is much more efficient for filling out Free and Reduced Applications as well as Home Income Reports. The process is much more user friendly for parents and with that it should allow us to capture more HIR's, and

faster!

The proposal total is \$6,694.00. \$1995 for meal magic Cloud Administration, \$3900 for Meal Magic Cloud Sales Register, and \$799 for Meal Magic University (a one time fee to set up computers and do an onboarding for system administrators). The annual cost of Meal Magic will be \$5,895. This was presented for information only; Board action will be requested at a subsequent meeting.

- 10.6 High School Course Proposals Exploration of Science and 9th Grade Fitness & Health Explorations in Data Science, this course will introduce students to the main ideas in data science through tools such as Google Sheets, Python, Data Commons and Tableau. Students will engage in project-based units in order to develop their understanding of data analysis, sampling, correlation/causation, bias and uncertainty, probability, modeling with data, making and evaluating data-based arguments, and other data applications there is already a Forensic Science I course and there are students interested in continuing this study of science.

Explorations in Data Science:

- This course is designed to provide an additional senior math course option and could be paired with the financial literacy course that will be a requirement for graduation
- The course would start the 23-24 school year pending interests, staffing, etc..
- Course is a semester long course for seniors that have completed Algebra 2 or are taking it concurrently
- No additional FTE is needed at this time
- There is no cost for this course. We already have the existing hardware and software to run it

9th grade Fitness, this course will be taught in the classroom and the gymnasium and/or weight room throughout two terms. This course is a combination of fitness and health concepts into one integrated class. Health curriculum will be taught in the classroom setting and will include: Career Planning, CPR, Human Sexuality, Goal Setting/Decision Making, Substance Abuse, and Nutrition along with other health related concepts. Students will participate in fitness activities in the gymnasium, including cardiovascular exercises, strength training, and sport activities.

9th Grade Fitness and Health:

- The purpose of high school PE is to teach the necessary skills needed in order to maintain a healthy lifestyle. By combining and teaching the correct ways in moving our bodies and the health concepts related to it, our students will be better educated and skilled when performing basic physical activity. PE will no longer be a sport specific class, but a shift to lifetime fitness, strength and speed, and agility flexibility development. The point of this course is to emphasize the importance of physical activity and health. Making this a Freshman class will validate the importance of health and why it needs to start their Freshman year.
- The course would start the 23-24 school year pending interests, staffing, etc..
- Course is a year long course for freshman
- One additional FTE is needed at this time
- There is no cost for this course with the exception of the additional FTE

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

11.0 OLD BUSINESS

- 11.1 Budget Amendment 2022-2023

Revenue

Property taxes

- Change due to increased property tax value from May of 2022 to November 2022

State sources

- Change due to increase of UAAL and state grants (31aa and Security). There was also a decrease of At-risk budgeted expenditures, therefore a decrease in At-risk revenues

Federal sources

- Decrease due to ESSER II being exhausted in the prior year
- Inter-district sources
- Act 18 and Medicaid revenue both came in higher than budgeted

Expenditures

Payroll Related Changes -

- Main change is an increase of UAAL costs (passed through the State of Michigan to ORS) of \$419,000
- District currently carries roughly \$700k of vacant positions. As the year goes on and if these positions are not filled, we will continue to decrease this number

Non-payroll Changes

- \$372,000 for the security infrastructure grant
- \$372,000 for 31aa per pupil mental health grant
- \$60,000 for general maintenance increases
- \$20,000 for HVAC maintenance in the high school
- \$20,000 increase for major repairs
- \$184,000 for projects in buildings and around the District
- \$132,000 for gas and electric utility increases
- \$(136,000) of buses not being paid for in the current year
- \$167,000 increase for cabbing costs
- \$112,000 for contracted/purchased/software for HR (Broadspire), Tech (Microsoft, Fiber network, Anti-virus software), BOE (Battel for kids, IEI)

It was moved by Bentley and seconded by Sparks by that we approve the December Budget Amendment 2022-2023 as presented.

Ayes: 6

Nays: 0

Motion carried 6-0

11.2 Lincoln Athletic Building Exercise Equipment & Bleachers

Two bleacher quotes are attached. This quote is to replace bleachers in the LAB with portable bleachers (these can be tipped up and wheeled around).

The LAB originally had ten sets of bleachers, eight of which were repurposed outside to provide seating at baseball and softball that was not included in bond funds as those dollars got tight. We can move those sets inside and outside by season, but this is a great time to purchase a better answer for the indoor facility by adding the additional bleachers that can be moved easily as events demand.

The quotes are for ten bleachers, to bring the total in the LAB to 12, allowing us to remedy some of the event issues at track meets by moving additional seating to the event areas.

Recommendation from Athletic Department is the less expensive quote from The Park.

As we've talked about, we've had a disaster of an experience keeping the NordicTrack treadmills and ellipticals functioning. They had a very limited warranty and have failed repeatedly. We had a SE Michigan vendor coming into repair, and now he's telling us that he can't get parts to keep them functional. We haven't had any issues with any of the weight equipment or the mirrored workout stations, but the treadmills, bikes, and ellipticals have been a mess.

Replacement quotes for commercial grade equipment is attached. Four tiers. All include similar equipment.

Full Commercial A - \$42,262.50

Health club grade equipment - best warranty

Full Commercial B - \$30,099.64

Step down from the 24 hour health club equipment - Good warranty (10 years frame, 3 years

everything else)

Light Commercial A - \$22,271.01

Value brand - Lesser warranty (10 years frame, 2 years everything else)

Light Commercial B - \$20,365.28

Very similar to Light Commercial A - Different brand

My advice is to spend the \$30k number and go with the Full Commercial B group. Looks like the best value - by all accounts with this equipment we get 8-10 years of function with minor upkeep.

We may need to talk about a second order in a year or two to keep the workout room attractive to members. We had over \$50k in membership revenue last year, and that number will slip if the room isn't fully functional.

Board action is requested.

It was moved by Bentley and seconded by Williams that we approve Lincoln Athletic Building Exercise Equipment & Bleachers and award The Park's quote in the amount of \$34,444.70 to purchase the bleachers and approve Full Commercial B equipment in the amount of \$30,099.64

Ayes: 6

Nays: 0

Motion carried 6-0

12.0 CLOSED SESSION

12.1 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 will be necessary.

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

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

Nays: 0

Motion carried 6-0

13.0 ADJOURNMENT

President Czachorski declared the meeting adjourned to closed session at 7:42 p.m. not to return to open session.