

LINCOLN CONSOLIDATED SCHOOLS
Ypsilanti, Michigan
BOARD OF EDUCATION / REGULAR
MEETING
September 9, 2024
6:00 p.m.
District Boardroom-Lincoln High School

OFFICIAL MINUTES

BOARD MEMBERS PRESENT

Jennifer Czachorski, President
Allie Sparks, Secretary
Matthew Bentley, Trustee
Jason Moore, Trustee

ADMINISTRATORS PRESENT

Robert Jansen, Superintendent
Paula Robinette, Human Resources Director
Adam Snapp, Finance Director
Karensa Smith, Assistant Superintendent Curriculum & Instruction

OTHERS PRESENT

Edgar Brown, James Harless, Laura Carl, Nate Bentley, Andi Boston, Jamel Drew, Carson Greene, Greg Myers, Charlotte Allum, Joey Huang, Julia Bryant and Guy Williams

1.0 CALL TO ORDER

President Czachorski 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 Rollins, LaBombarbe and Smith.

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 PRESENTATIONS

5.5 Employee of the Month

Andrew Dillion, Employee of the Month for September, returned after being unable to attend on September 9, 2024, to celebrate his accomplishments with members of the Varsity Football team.

5.6 Summer School Presentation

Elementary

- Whole Group Reading Instruction- Phonics First - a multisensory, systematic, structured, sequential,
- phonics-based, direct-instruction approach to teaching struggling readers.
- Small Group Reading Instructions-Half-Pint Readers - Decodable texts that carefully sequenced to progressively incorporate words that are consistent with the letter-sound relationships that have been taught. Leveled Literacy Intervention (LLI)- intervention, that provides daily, intensive, small-group instruction
- Math- SIS 4Teachers- this summer we had the opportunity to utilize some of the math best practices training we received during the 22-23 and 23-24 school years for our math instruction. Utilizing the concrete, pictorial, and abstract, students engaged in hands on learning of math

concepts through various manipulatives and games.

- STEM Lessons- Project Invention, Overall positive feedback on this program from staff and students alike and Hands on and highly engaging lessons.
- Social Justice-Inspired by Learning, Teaching4Change, Own Voices and Do Something.
- Social Emotional- **Second Step Program** Promotes the social-emotional development, safety, and well-being of children
- Healthy Habits-Teaches students how to live healthier lives through exercising and healthy food choices

Middle School

| Grade | 6th/7th grade | 7th/8th grade |
|---|--|--|
| Number of students-attending regularly | 23 | 25 |
| Attendance Rate | 86% | 87% |
| Additional Students | 6 students - attended only 2-7 days each | 3 students - attended only 2-8 days each |
| Never Showed Up | 4 students | 4 students |
| 56 Total At Risk Students | 47 Total Free/reduced Lunch students | 1 - ELL Student |

Next Year Recommendations and Thoughts

- Continue with the 5 week model
- Continue with separating the middle school and high school programs
- Continue in-person instruction
- Include SEL but maybe in a different way
- Continue with 1-2 "field trips"
- Small class sizes - no more than 15
- Add a general education paraprofessional to each room - more support is needed for all students - about 100% are at-risk

High School

- Duration: 5 Weeks with June 19, 2024 and July 4, 2024 off (18 days total)
- Time: Monday- Thursday, 8:00am-12:00pm (Students)
- First Day of Summer School: June 17,2024-Last Day of Summer School: July 18, 2024
- Total Amount of Students: 151
- Total Number of Courses Recovered- 196
- Highest Attendance Percentage: 88% (7/1/2024)
- Lowest Attendance Percentage: 77% (6/20/2024 and 7/16/2024)

6.0 SUPERINTENDENT AND STAFF REPORTS/CORRESPONDENCE

6.5 Superintendent's Report

- Celebrations for the 100 years as the Lincoln Community are underway.
- Nathen Soos reported out of the Cross Country Team's celebration of the new Lincoln Trail Cross Country Course
- Our three new Toyota vans have been delivered!

6.6 Human Resources Report

- We continue to work to fill open positions. We've been able to get two out of the three open special education teaching positions filled at the Middle School. One teacher has already started, and the other one is scheduled to begin next Monday, September 16th. I was able to sit in on Teacher Consultant Interviews at the WISD last week. Once the WISD is able to finalize their offer with their

selected candidate, I will be able to reach out to the other candidates to see if they would be a good fit for us at Lincoln. We are still working on filling the multiple GSRP staff positions that have just recently come open. You'll see in your packet that we are working on ways to cover those positions until we can get them filled.

- We are working to build an interview team for the STEM Coordinator position. I'm hopeful we can create a team that is representative of the whole district. The goal is to hold these interviews in the next two weeks of September.
- Screener interviews for the HS Principal position will be set up by next week. Once we are done screening, we will hold the first round of interviews.
- Over the course of the last year, I've worked with the various Union leaders to come to an agreement with them about having the opportunity to offer a variety of options to their members for health insurance. I met with Monica McKay last week to discuss the multiple options we have through MESSA and I look forward to sharing that out with all of our staff later this fall.

6.7 Student Services Report

Staffing.

- Four staff retired/resigned from MS two weeks before the start of the year. One Speech Language Provider, two Special Education teachers and one long-term sub.
- In the past three weeks we have hired two replacements. One a LCS para participating in the para to teacher program and one outside emergency certified special education teacher.
- One Speech Language Provider hired for LMS.
- Moved two experienced special education teachers to MS High Needs Resource Room.
- One MS special education teacher role remains vacant.
- Two retired LMS staff have returned to provide training and documentation support to inexperienced staff.

LRE State Audit.

- Washtenaw County has been identified as part of Cohort 2 for LRE statewide audit. More details to follow.

Mi-Access Participation rates.

- LMS continues to internally reduce Mi-Access participation rate.

Training:

- Provided CPI Verbal Intervention training to all staff in August.
- Thrun Law provided discipline training to all staff connected to discipline in August.
- Thrun Law provided SE compliance and discipline training to all special education providers in August.

6.8 Facilities & Maintenance Report

Custodial

- Summer clean was a huge success, very little issues. Flooring has made a major difference in the timeliness of cleaning, along with reduced costs.

Grounds

- The team continues to elevate the exterior appearance of the district
 - Playgrounds all mulched
 - All flower beds refreshed at main entrances, and mulched
 - Brick – Ab Statue area revitalized.

Projects over the summer:

- District
 - Remainder of the parking lots crack filled, seal coated, and lined
 - Numerous HVAC repairs
 - LMS – Heat Exchanger replaced
 - Brick – Chiller Work
 - LHS – Tons of repairs on AHU's, chillers, boilers, and towers
 - LMS – Cafeteria, & North Webco controller replacements, units were not operational before
 - Childs – Chiller controller replaced
 - Bishop – Boiler replacement and classroom controllers

- LHS
 - East & Main Entrance new concrete added
 - CTE Engineering/STEM Classroom renovations
 - Garage door added, room painted; Next steps carpet and polished concrete
 - Kitchen Renovations
 - Serving area completed: new equipment, new design, polished floors, and graphics
 - Moved Virtual academy to the 300 wings of the high school, to open the space for a new CTE engineering/STEM space.
- LMS
 - Kitchen Renovations
 - Serving area completed: new equipment, new design, polished floors, and graphics
 - Cafeteria painted
- Childs
 - Louvers added to Chiller condensers area.
- Athletic Areas
 - Tennis Courts – repairs completed
 - Pool – refurbished the diving board platform
 - Cross Country Course – In-process, however, being used for practice. We continue to work with the coaching staff to adjust.
 - Stadium
 - Press Box renovations completed: new roof, new siding and the inside totally gutted and remodeled.

7.0 BOARD REPORTS/CORRESPONDENCE

- 7.5 Board Executive Committee
The next Board Executive Committee meeting is scheduled for September 16, 2024 at 5:30pm in the Pittman Room.
- 7.6 Board Performance Committee Report
The next Board Performance Committee meeting is scheduled for September 23, 2024 at 4:30pm in the Pittman Room.
- 7.7 Board Planning Committee Report
The next Board Planning Committee meeting is scheduled for September 24, 2024 at 4:30pm in the Pittman Room.
- 7.8 Board Finance Committee Report
The next Board Finance Committee meeting is scheduled for September 16, 2024 at 4:00pm in the Pittman Room. This meeting was canceled.
- 7.9 Board Reports
- No Board Reports

8.0 PUBLIC COMMENT

- 8.5 Response to Prior Public Comment
- Spencer Mbroh, senior student, addressed the Board about the class of 2025's desire to paint senior parking stops.
- 8.6 Public Comment
Board of Education Public Comment Statement

This is the time set aside by the Board to hear from you, the members of our community. We invite you to address the Board with comments, questions or concerns regarding board actions, policies, or other issues not resolved through appropriate administrative channels. The Board may not immediately respond to concerns presented at this meeting; however, we will respond to inquiries on or before the next board meeting.

Please sign in completing your contact information. Limit individual comments to 5 minutes or less. Comments with respect to the performance of specific district employees are not appropriate during public comment.

Rules for Public Comment:

1. The Board of Education reserves the right to limit the total public comment to 30 minutes in any meeting.
 2. The Board of Education will limit each speaker to one opportunity to speak during any public comment period.
 3. The Board of Education President, or the President's delegee (such as the Superintendent or another District administrator) will respond to your comment.
 4. The Presiding officer may: A) prohibit public comments which are frivolous, repetitive, or harassing; B) interrupt, warn, or terminate a participant's statement when the statement is too lengthy, personally directed, abusive, obscene, or irrelevant; C) request any individual to leave the meeting when that person behaves in a manner that is disruptive of the orderly conduct of the meeting; D) request the assistance of law enforcement officers in the removal of a disorderly person when that person's conduct interferes with the orderly progress of the meeting, and; E) call for a recess or an adjournment to another time when the lack of public decorum so interferes with the orderly conduct of the meeting as to warrant such action
- No Public Comments.

9.0 CONSENT AGENDA

9.5 Minutes of Previous Meeting

9.5.1 Regular Meeting August 26, 2024

Enclosed are the minutes of the August 26, 2024, Regular Meeting.

9.6 Personnel Transactions

| ACTION ITEMS | | | | | |
|---------------------|---|---------------------|-----------------------|---------------------|--------------------------------|
| Name | Position/Building | Date of Hire | Effective Date | Status | Major/Step |
| Gary Quann | Teacher/ Brick Elementary | 10/8/2023 | 8/19/2024 | Resignation | |
| Allen Kennedy | Paraprofessional/Lincoln High | 9/8/2019 | 8/21/2024 | Resignation | |
| Tamela Mejia | Retiree/Model Elementary | 9/7/2023 | 6/7/2024 | Not Returning 24.25 | |
| Hannah Arnold | Teacher/Brick Elementary | 8/20/2024 | | New Hire | BA step 3 |
| Sara Collins | Noon Supervisor/Childs Elementary | | 8/15/2024 | Resignation | |
| Melissa Varney | GSRP Teacher/Model Elementary | 8/20/2024 | | New Hire | BA Step 3 |
| Alexandra Plawchan | Noon Supervisor/Childs Elementary | 8/22/2024 | | New Hire | |
| Katrina Durr | Paraprofessional/Bishop Elementary | | 8/26/2024 | Transfer | LEAO Step 1 (from noon Sup) |
| Han Kyoung Choi | Noon Supervisor/Childs Elementary | 8/26/2024 | | New Hire | |
| Jordan North | Noon Supervisor/Childs Elementary | 8/26/2024 | | New Hire | |
| Leah Strachn | Noon Supervisor/Childs Elementary | 8/26/2024 | | New Hire | |
| Darla Durbal | Noon Supervisor/Lincoln High School | 8/26/2024 | | New Hire | |
| Dante Lander | Teacher/Lincoln High School | 8/26/2024 | 8/26/2024 | New Hire | BA Step 3 |
| Chrysann McGregor | Retiree (SLP)/Lincoln Middle School | | 9/5/2024 | Retiree | |
| Tadeshia Lambouths | Noon Supervisor/Childs Elementary | 8/28/2024 | | New Hire | |
| Laura Finkbeiner | Early Childhood Teacher/ Model Elementary | 8/26/2019 | 9/2/2024 | Resignation | |

| Rachel Johns | Early Childhood Teacher/ Model Elementary | 9/26/2018 | 8/27/2024 | Resignation | |
|------------------|--|------------------|---------------------|--------------------|-----------------------|
| Susan Johnson | Noon Supervisor/Lincoln Middle School | 8/29/2024 | | New Hire | |
| William McCombie | Bus Driver/Transportation | 7/29/2024 | 8/28/2024 | Resignation | |
| Zachary Martiny | Teacher/Lincoln Middle School | 9/3/2024 | | New Hire | BA Step 6 |
| Kyle House | Spec Ed Paraprofessional/Lincoln High School | 9/3/2024 | | New Hire | |
| Karen Flores | Bus Driver/Transportation | 7/25/2024 | 8/30/2024 | Termination | |
| Nancy Obey | Teacher (retiree)/Bishop Elementary | 9/4/2024 | 9/4/2024 | Retiree | |
| Banen Alibrahim | Noon Supervisor | 9/4/2024 | | New Hire | |
| | | | | | |
| Name | Position/Building | Start Leave Date | Return to Work Date | Status | Approved/Not Approved |
| Lori Ferguson | Assistant Principal/Lincoln Middle School | 8/29/2024 | N/A | FMLA- Intermittent | |
| Shannon Lange | Paraprofessional/Lincoln Middle School | 8/22/2024 | N/A | FMLA- Intermittent | |

It was moved by Bentely and seconded by Moore that we accept the Consent Agenda as presented.

Ayes: 4
Nays: 0
Motion carried 4-0

10.0 NEW BUSINESS

10.5 Trane Energy Savings Bond

The purpose and benefits of the proposed energy savings bond is designed to finance energy-efficient upgrades across our school district. The primary goal is to reduce our long-term energy consumption and operational costs while improving our environmental sustainability. Below are the key benefits:

1. **Cost Savings:** By upgrading our facilities with energy-efficient technology—such as LED lighting, solar panels, and HVAC systems—we can significantly reduce our utility costs. The bond will allow us to finance these projects upfront and pay back the bond with the savings generated from the lower energy bills. Over time, these savings will result in more available funds for educational programs.
2. **Environmental Impact:** Investing in energy efficiency aligns with our responsibility to reduce the school district's carbon footprint. The upgrades funded by this bond will not only lower energy consumption but also contribute to the larger goal of sustainability, reflecting positively on the district's commitment to a greener future.
3. **Educational Opportunities:** Implementing these energy-saving measures can serve as a learning tool for our students. By incorporating sustainability into the curriculum, we can provide hands-on learning experiences in energy efficiency, environmental science, and renewable energy.
4. **Long-Term Investment:** The energy savings bond is an investment in the future of our district. These upgrades are expected to last for many years, ensuring that the benefits extend far beyond the initial costs. The return on investment through energy savings will free up future budgets for additional educational initiatives.

The energy savings bond presents a fiscally responsible way to modernize our school infrastructure, reduce operational costs, and promote sustainability. This is an essential step in creating a more energy-efficient, financially sound, and environmentally conscious school district. This is presented for information only; Board action will be requested at a subsequent meeting.

10.6 ECE Sub Hub Emergency needs to fill open teaching positions at Model.

It was moved by Bentley and seconded by Moore that we approve the contract with ECE Sub Hub for the 24/25 school year as presented.

Ayes: 4
Nays: 0
Motion carried 4-0

11.0 OLD BUSINESS

- 11.5 Chromebook Purchase
Please see attached quote.

It was moved by Bentley and seconded by Moore that we approve the additional Chromebook Purchase as presented.

Ayes: 4
Nays: 0
Motion carried 4-0

12.0 ADJOURNMENT

It was moved by Bentley and seconded by Moore that we adjourn the meeting at 8:25 p.m.

Ayes: 4
Nays: 0
Motion carried 4-0

President Czachorski declared the meeting adjourned.