



LINCOLN CONSOLIDATED SCHOOLS
Ypsilanti, Michigan
BOARD OF EDUCATION / STUDY SESSION
June 2, 2025
5:00 p.m.
District Boardroom-Lincoln High School

OFFICIAL MINUTES-STUDY SESSION

BOARD MEMBERS PRESENT

Jennifer LaBombarbe, President
Matthew Bentley, Vice President
Lauren Smith, Secretary
Jennifer Czachorski, Trustee
Alisa Soos, Trustee
JaVon Jason, Trustee (*JaVon Jason arrived at 7:15pm*)

ADMINISTRATORS PRESENT

Robert Jansen, Superintendent
Paula Robinette, Human Resources Director
Karensa Smith, Assistant Superintendent Curriculum & Instruction
Adam Snapp, Finance Director
Vicki Coury, Communication & Information Services Director
Phil Bongiorno, Facilities Director

OTHERS PRESENT

Melissa Eddinger

1.0 CALL TO ORDER

President LaBombarbe called the meeting to order at 5:03 pm.

2.0 ROLL CALL

Roll call showed all Board Members were present with the exception of Moore.

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 PUBLIC COMMENT

- No Public Comment

Please fill out the attendance form including your email and phone number. Comments will be limited to 3 minutes or less. Comments with respect to the performance of specific district employees are not appropriate during public comment. A list of complete guidelines are listed on the agenda.

6.0 PRESENTATIONS

6.5 Strategic Plan Update-Century 21 Committee

Mr. Jansen, Karen Smith, Vicki Coury, Amy Baxter, Donna Bentley and Phil Bongiorno updated the Board of Education on the developments made over the past year reaching our goals on the Strategic Plan

7.0 SUPERINTENDENT UPDATE

- Busy time of the year with exciting end of the year celebrations every night of the week at the PAC
- End of the year excitement is in the air and you can feel it!

8.0 EXECUTIVE COMMITTEE

8.5 Superintendent Search Discussion (D)

Board discussion to determine the direction the Board desires to take in finding our next Superintendent.

The Board of Education had an at the table discussion and chose to have MASB lead the District in our Superintendent search. We will take an aggressive approach and plan to have a Superintendent in place by August 1, 2025. If the right fit is not found the first round the District will do another search.

8.6 High School Cross Country Trip-Cedar Trip (N)

The High School Cross Country Team is asking for approval to travel out of state to attend Cedar Point. This is listed as a team building activity and will take place outside of the school year. Date to be determined

This agenda item will move to the Regular meeting on June 23, 2025 for Board approval.

8.7 High School Europe Trip (N)

This is an immersive language experience for LHS and LMS students. The students will experience native speakers, culture and foods from countries they have studied in their language classrooms. It is open to students from the middle school and high school. Seventh grade students at the time of travel will be required to be accompanied by a parent/guardian.

Explorica for our travel company. The students might need to miss a day or two of school around spring break.

This agenda item will move to the Regular meeting on June 23, 2025 for Board approval.

8.8 High School Varsity Cheer Camp-Frankenmuth (N)

Lincoln High School sideline cheer team members and coaching staff will attend the clinic hosted the Bavarian Inn where they will learn skills, improve team bonding, and prepare for their upcoming sideline season.

The Board asked for corrections to the form which will be made before the Regular meeting. This agenda item will move to the Regular meeting on June 23, 2025 for Board approval.

8.9 High School Varsity Basketball Camp-Grand Valley (N)

Lincoln Boys Basketball will be taking 12 athletes to GVSU for a 2-day shoot out. Athletes and coaches will be staying at Holiday Inn in Grandville, MI for the night of June 27 and will return on June 28. Each team member is required to submit player waivers directly to GVSU via an online portal (athletes will not be permitted to travel unless waivers have been submitted prior to departure). Additional information is attached to this form.

The Board asked for corrections to the form which will be made before the Regular meeting. This agenda item will move to the Regular meeting on June 23, 2025 for Board approval.

8.10 Brick Fossil Park-3-year approval (N)

The Board asked that the paperwork be updated reflecting the correct date, amount per student and to ask for approval for 3 years.

This agenda item will move to the Regular meeting on June 23, 2025 for Board approval.

8.11 MHSAA 2025-26 Resolution (N)

Enclosed is the 2025-2026 MHSAA Membership Resolution, which requires annual adoption.

This agenda item will move to the Regular meeting on June 23, 2025 for Board approval.

8.0 FINANCE COMMITTEE

(JaVon Jason arrived at 7:15pm)

8.1 Finance Report Update (D)-Adam Snapp

8.1.1 2024-25 Budget Amendment (N)

Adam Snapp gave an overview to allow for follow up questions. At the June 9, 2025, Committee of the Whole Meeting he will give his 24-25 amendment presentation.

This agenda item will move to the Regular meeting on June 23, 2025, for Board approval. Adam Snapp will present his Explanatory notes at the Committee of the Whole of June 9, 2025

8.1.2 2025-26 Budget (N)

Adam Snapp gave an overview to allow for follow-up questions. At the June 9, 2025, Committee of the Whole meeting he will give his 25-26 budget presentation.

This agenda item will move to the Regular meeting on June 23, 2025, for Board approval. Adam Snapp will present his Explanatory notes at the Committee of the Whole of June 9, 2025

8.2 Athletic Trainer Contract (N)

With the end of our AT contract ending this summer, I've been working with the local vendors to bring a contract proposal to renew for the next 2-3 years. We've had a difficult year with Trinity Health, due to the lack of ATC's in the market. We continue to have great support from both our team doctors (Dr. Corey Dean and Dr. James Moravec), but Trinity has been unable to staff our positions fully.

We moved to a 1.5 FTE contract with Trinity in the summer of 2024. Trinity hired Michael Gee, just a few days before the start of fall sports, but was unable to staff the additional 0.5 FTE throughout the fall. Mike had shoulder surgery in mid-November and missed the entire four-month winter season - at which time Trinity was only able to provide event coverage - and was unable to fill the daily position nor the additional 0.5 FTE. He returned for the spring, and we were also staffed an additional person in a short-term capacity for spring events. Trinity Health, from their management to their doctors, still has great interest and support for Lincoln. Their inability to hire and retain staff under their organization's salary structure is the biggest hurdle.

- Trinity Health - Has chosen not to submit a bid currently. They have let me know that they intend to staff Mike Gee closer to his home and without the ability to hire a replacement, cannot in good faith bid on a contract that they do not have the ability to fulfill. Both team doctors, as Trinity docs, have let me know that they fully intend on continuing to support Lincoln athletes, regardless of our choice of AT contract. Trinity would love to return in a future contract, but cannot staff the position successfully at this time.
- ATI - Two proposals attached. I'm in support of the three year version of the contract. Costs are \$70,000 in year 1, \$75,000 in year 2, and \$80,000 in year 3. This is a significant cost increase, however costs are exploding in the staffing crisis facing athletic training, and these are our lowest bids. Locking in for three years will cost less than re-entering the market in 1-2 years. We've had a great working relationship with Carrie Yelle, the ATI supervisor, and ATI's goal is to reestablish their relationship with Lincoln.

- MedSport - Proposal attached. They've significantly increased their compensation to their staff...after not submitting a bid in our last contract cycle due to an inability to fill the position. This proposal has a base cost of \$112,720, plus a 3% increase each year. MedSport's proposal does staff our buildings using a 30 hr./week lead trainer and an assistant trainer in order to keep their people in their clinic some time each week.
In addition, signing with MedSport may include U of M asking us to break the relationship with Dr. Dean and Dr. Moravac. I haven't pushed that question due to the cost of this proposal. It more than doubles our prior contract costs, and to me, losing the support of those doctors is a non-negotiable.
- Pro Fit (Michael Gee) - The final attached proposal comes from our current athletic trainer on behalf of his own LLC. The cost of the contract comes in at \$119,600. Mike is an exceptional trainer, and is hoping that he's built enough value with us to allow him to leave Trinity Health and become our contract provider. His costs are astronomical, and in addition, as a sole proprietor would have to lean on freelance trainers to fill in on sick/personal days with no entity supporting him.

This agenda item will move to the Regular meeting on June 23, 2025 for Board approval with the three year contract with ATI.

8.3 WISD Technology Contract (N)

The contract will not be available until Monday, June 2, 2025. Mr. Jansen will go over the changes at the meeting.

Move item to allow for follow up questions to the Committee of the Whole agenda on June 9, 2025. The request for the Board was to have the information and addition staff laid out difference so it was easier to understand.

9.4 Special Education Contract- Rob Williams-These are all yearly Special Education provider contracts that require yearly board approval.

9.4.1 Global Psychology Contract (N)

Global Psychology agency provides two of the three contract school psychologists for LCS. This agency is also looking for a short-term School Social Worker

This agenda item will move to the Regular meeting on June 23, 2025 for Board approval.

9.4.2 Optimistic Psychology Contract (N)

Optimistic Psychology agency provides one school psychologist.

This agenda item will move to the Regular meeting on June 23, 2025 for Board approval.

9.4.3 Pediatric Therapy Contract (N)

Pediatric Therapy organization provides Occupational Therapy and Physical Therapy services to LCS students in PreK-12th grade.

This agenda item will move to the Regular meeting on June 23, 2025 for Board approval.

9.4.4 Soliant Bus Nurse Contract (N)

Soliant contract provides our bus nurses. One contract for the summer school, and one for 25-26 school year.

This agenda item will move to the Regular meeting on June 23, 2025 for Board approval.

10.0 PERFORMANCE & POLICY COMMITTEE

10.4 Human Resource Update & Personnel Transactions (D)-Paula Robinette

- My office is working hard to wrap up the end of the year on overages, mentors and valuations
- Preparing to send out placements to our teachers at the end of the week
 - We are placing some of our VA teachers back into the classroom
 - We are not filling the counselor's position
 - Will be working with the LEAO to discuss the secretary
- We've had multiple retirements and resignations
 - We are holding second round interviews as quickly as we can in order to get our new candidates onboarded and ready to go for the next year
- Calendar-Continuing to work with the LEA

10.5 Curriculum & Instruction Update (D)-Karensa Smith

- On May 19th, I was the Dean of Students at the Middle School. It was nice to be in that role for the afternoon supporting students and staff.
- Summer school begins the week of June 16th for secondary and the following week for elementary. Currently, we have approximately 180 elementary students, 60 middle school, and 150 high school students thus far
- We have two new opportunities for families - CODE313 for a gaming experience for incoming 9th graders and DAPCEP's Introduction to Engineering for incoming 10th graders
- We are excited that the Book Mobile will be going into neighborhoods again this year. We have modified our locations and times due to feedback that we received last year. The flier will be shared on social media.
- I am working on reports for all of our grants for this year and professional learning plans for 25-26

10.5.1 Opportunity for ALL Plan Update (N)

The Board asked that this document be reviewed by all unions and local stakeholders and that it is to be reviewed in depth by Building Administrators. When all groups have had input, the Board asked that a survey go out to the community. The Board will have the final review of the document prior to it being used Districtwide in any capacity.

11.0 BUILDING & SITE COMMITTEE

11.4 Facilities & Grounds Update (D)-Phil Bongiorno

11.4.1 Updates- Energy Savings Bond, Bessie Hoffman, LMS Parent Loop, Concession Operations, Sinking Fund Committee and Asphalt RFP (D)

Energy Savings Bond-Meeting with week with Trane

Bessie Hoffman-projects are coming along nicely, and the septic system is getting looked at with a deeper lens to identify the issue correctly.

LMS Parent Loop-Middle School leadership will make changes over the summer and communicate with families. A video will be made to help parents navigate the new drop-off.

Concessions Operations-Miller Johnson adjusted the contract as requested by the Board.

Sinking Fund Committee-meeting regularly moving forward.

Asphalt RFP-June 4th bid opening.

11.4.2 PAC Equipment Proposal (N)

To ensure the continued functionality, accessibility, and modernization of our Performing Arts Center (PAC), we are recommending a cost-effective upgrade to essential audio, microphone, assistive listening, lighting control, and streaming systems based on vetted quotes from Mercury

Sound and Lighting. These improvements—totaling \$149,844.79—will enhance the quality of instruction and performances, increase community engagement through livestreaming, and ensure compliance with ADA accessibility standards. At this time, I recommend deferring the full replacement of the lighting systems and pursuing that upgrade in a future phase using an energy savings bond, allowing us to focus current resources on the most critical and high-impact equipment needs.

Overview

The following proposal outlines a comprehensive and cost-conscious plan to upgrade the audio-visual infrastructure in the Lincoln Consolidated Schools Performing Arts Center (PAC). Based on the extensive quotes and consultation with Mercury Sound and Lighting, this proposal recommends the most cost-effective yet robust solutions to meet the technical, instructional, and community engagement needs of the facility.

Recommended Equipment Upgrades

1. Speaker Replacement

- Quote #25-32500 (Direct Replacement) – \$32,696.63
This solution addresses the malfunctioning components with certified used replacements and minimal labor, ensuring restored functionality while avoiding costly overhauls.

2. Audio Mixing System Replacement with Remote

- Quote #25-32491 (With Remote) – \$17,044.68
This includes upgraded control via remote systems and interfaces well with existing infrastructure, offering greater flexibility and future-proofing.

3. Audio System Upgrade with Remote

- Quote #25-32493 – \$20,222.42
Includes enhanced processing and iPad remote capabilities, supporting better integration with the new mixing system.
Note: Dependent on networking installed alongside the audio mixer.

4. Microphone System Update

- Quote #25-32495 – \$22,904.32
A complete 8-channel Shure SLX-D wireless mic package with antenna distribution and strategic equipment placement for optimal signal clarity.

5. Assistive Listening System Upgrade

- Quote #25-32494 – \$4,547.25
Wi-Fi-based assistive listening system ensures ADA compliance and audience inclusivity with minimal installation demands.

6. Lighting Console Replacement with Remote

- Quote #25-32497 (With Remote) – \$20,588.24
ETC Ion XE 20K with accessories, delivering remote configuration capability and streamlined operation for staff.

7. Streaming Capabilities (PTZ Cameras and Video)

- Quote #25-32485 – \$31,841.25
Professional PTZ camera system for high-quality livestreaming of events, classes, and performances to extend reach to the wider community.

Total Recommended Investment

Component	Cost
Speaker Replacement (Direct)	\$32,696.63
Audio Mixing System (With Remote)	\$17,044.68
Audio System Upgrade with Remote	\$20,222.42
Microphone System	\$22,904.32
Assistive Listening System	\$4,547.25
Lighting Console with Remote	\$20,588.24
Streaming System (PTZ Cameras)	\$31,841.25
Total	\$149,844.79

Lighting System Upgrade (Deferred)

While not recommended for immediate implementation due to budget prioritization, a full replacement of stage and house lighting systems—including ETC fixture retrofits, LED Cyc lights, non-dim modules, and retrofitting house lights—has been quoted at \$284,216.40 (Quote #25-32498).

Recommendation: Defer this scope and pursue funding through an Energy Savings Bond, given the long-term efficiency benefits and utility cost offsets.

Conclusion and Recommendation

The above package delivers a strategically phased upgrade to critical PAC systems using the most cost-effective quotes from Mercury Sound and Lighting. Each recommended component meets the standards necessary for modern educational and performance needs without exceeding budget constraints.

Board Action Requested:

Approve the equipment upgrades listed above totaling \$149,844.79 and authorize administration to include in the energy bond financing for the lighting system replacement.

This agenda item will move to the Regular meeting on June 23, 2025 for Board approval.

11.4.3 Boardroom Sound Equipment Upgrade (N)

To enhance the audio experience and ensure greater inclusivity in our district meeting rooms, I am recommending the installation of a cost-effective, fully cordless 12-channel wireless microphone system and a scalable assistive listening solution that connects directly to users' personal hearing devices. This proposal, developed in consultation with Mercury Sound & Lighting, offers operational flexibility, modern functionality, and compliance with ADA standards—all while minimizing infrastructure wear and reducing setup demands. The total recommended investment of \$33,000.45 reflects a balance between performance and fiscal responsibility, positioning us to better serve staff, community members, and individuals with hearing impairments.

Purpose

To request Board approval for the procurement and installation of a wireless sound system in the district's meeting rooms that prioritizes cost-efficiency, operational flexibility, and inclusivity for individuals with hearing impairments.

Background

The current meeting room audio infrastructure is outdated and lacks the flexibility and accessibility features needed to support modern communications and compliance standards. Mercury Sound & Lighting has submitted a set of four quotes for system upgrades, which include various

configurations of wired and wireless microphone systems, amplification packages, speaker installations, and assistive listening technologies. Please see attached quote.

Recommendation

After careful review, we recommend proceeding with:

- Quote 25-32539: This is the most cost-effective option for a fully cordless microphone system, offering maximum flexibility and professional-grade functionality for meeting facilitation.
- Quote 25-32543: The Wi-Fi-based assisted listening system, which provides the most accessible and scalable solution for users with hearing impairments. This system allows direct connection to personal devices and minimizes hardware dependency.

Total Recommended Investment: \$33,000.45

- Cost-Efficiency: The chosen quotes offer essential functionality without the higher costs of added zones or ceiling speakers that may not yield proportional benefits for all use cases.
- Cordless Operation: Wireless equipment enables easier setup, reduced facility wear, and future scalability.
- Inclusivity: The Wi-Fi-based assistive system supports ADA compliance and fosters an inclusive environment for the hearing impaired.

This agenda item will move to the Regular meeting on June 23, 2025 for Board approval.

11.4.4 2025-26 Special Projects List (N)

The proposed capital improvements and safety enhancements for the 2025/2026 school year focus on addressing critical facility needs across the district, organized by location and aligned with strategic priorities. Projects include infrastructure upgrades, accessibility improvements, and instructional space enhancements, with estimated costs supported by suggested funding sources such as General Funds, Sinking Fund, and LAB Funding. Visual summaries and detailed funding breakdowns have been developed to aid in planning and decision-making. These recommendations are presented for discussion purposes only and may be adjusted based on Board direction, budget limitations, or shifting district priorities.

This was information to advise the Board of Education of upcoming projected projects.

12.0 OTHER BUSINESS

- No Other Business

13.0 CLOSED SESSION

13.1 Negotiations

It will be necessary to enter closed session to discuss Negotiations, to return to open session.

A roll call vote will be necessary.

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

Ayes: 6 Czachorski, LaBombarbe, Bentley, Soos, Jason and Smith

Nays: 0

Motion carried 6-0

Entered Closed Session 9:48pm/Returned to Open Session 10:00pm

14.0 ADJOURNMENT

It was moved by Czachorski and seconded by Soos that we adjourn the meeting at 10:01 p.m.

Ayes: 6

Nays: 0

Motion carried 6-0

(N) New Item

(D) Discussion Item