

**LINCOLN CONSOLIDATED SCHOOLS**  
**Ypsilanti, Michigan**  
**BOARD OF EDUCATION / REGULAR**  
**MEETING**  
**June 10, 2024**  
**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  
Jason Moore, Trustee  
Lauren Smith, Trustee

**ADMINISTRATORS PRESENT**

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

**OTHERS PRESENT**

Edgar Brown, Jim Harless, Becky Steffens, Abby Smith, Audra Barrick, Penelope, Bruntieish Varney, Laticia Rankins, Melissa Varney, Julie Mason DesJarden, Anna Warford, Joel Warford, Katie Parke, Kim Sollick and Family, Phil Schuk, Devin Fry, Joel Fry, Chris Westfall, Gillian Williams and Barbara Makarewich.

**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 exception 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 PRESENTATIONS**

**5.1 Employee of the Month**

Alex has really stepped up and grown as a teacher leader!!!

Mr. Clarke is an enjoyable, thoughtful, collaborative, and kind member of our Bishop community. Mr. Clarke consistently sets and maintains an engaging climate for learning with his friendly demeanor. The students respond well to his cheerful teaching pedagogy. He has created a positive learning environment and demonstrates a sincere respect and care for our students.

The students have embraced his teaching practices and eagerly participate during his lessons. He is confident and engaging during his teaching and is an asset to our school team. He contributes to student achievement at the individual student level, at the school level, and at the district level. He participates in professional development, and involves himself in the collaborative work of his grade level team, and within the school.

His enthusiasm, ability to differentiate instruction, and drive for student achievement makes him a tremendous classroom teacher and a wonderful member of our Bishop family. Mr. Clarke is always seeking opportunities to grow as a teacher leader to better support our students.

Mr. Clarke has also been active in several interview committees throughout this past year as well. Mr. Clarke has continued his leadership work with the School Leadership Team, our PBIS work; including facilitating Check In and Check Out (CICO), running bi-weekly school assemblies, being a professional and committed mentor, and is an active member of our building MICIP team.

On Thursday, May 30th, Mr. Clarke's quick actions helped to save a child who was actively choking on a bottle cap. Mr. Clarke used the Heimlich maneuver and got the help needed to support this child in medical distress.

Thanks, Mrs. Abby Smith

#### 5.2 Sons of the Revolution-History Teacher of the Year

Award presented to Anna Warford

Congratulations to Ms. Anna Warford, LHS Social Studies teacher on being chosen as History Teacher of the Year by The Michigan Society, Sons of The American Revolution. Ms. Warford was chosen for the unique approach in teaching US History and competed with history teachers throughout the state. She will receive statewide and national recognition for this honor as well as a monetary award. The award qualifies Ms, Warford to be entered for the national contest to be held in June where the winner will receive an additional award and scholarship to attend educational programs throughout the US.

#### 5.3 Brick Therapy Dog Presentation

Presented by Cassandra Coker and Brick Student Counsel

Student Council members explained their fundraising efforts that lead them on the journey of securing a therapy dog for Brick Elementary.

#### 5.4 MTSS Presentation

Presented by Amy Baxter

Overview of implementation process and cohort rollout from District Implementation Team

- September 22- Began 3-year partnership with MiMTSS Technical Assistance Center Identified Team Members
- September 22-June 24- DIT received monthly training from TA Center
- September 22-June 24- Monthly meetings to develop processes and procedures
- January 23- DIT began to collect District-Level Data
- September 23-January 24- DIT Received Training in Tier 2 Behavior Intervention Systems
- September 23-February 24- Data Reviews to identify areas of improvement
- February 24- District-Wide Professional Learning for all staff to gain a better understanding of the Tiers of implementation
- September 23-June 24- DIT begins to implement district-wide processes and procedures`

School Leadership Teams

- November 22- Identified School Leadership Team coaches and members-Bishop and High School
- December 22-Monthly meetings- Develop School-Wide PBIS Process
- January-March 23- SLT Teams received training in Tier 1 PBIS and Collect School Climate Data
- June 23- Tiered Fidelity Inventory Fully prepared to kickoff PBIS in the Fall of 2023
- September 23- Cohort One Use SWIS to collect behavior data and Review at monthly meetings to identify areas for improvement.
- October 23- Identified School Leadership Team coaches and members-Brick Childs MS
- October 23- Cohort One Training around Tier 2 Behavior Intervention, Check-In, Check-Out and Cohort Two Tiered Fidelity Inventory.
- September 23-February 24- Cohort One continue to collect School-Level Data and Data Reviews to identify areas for improvement

Systems in place-Aligning processes for documenting and addressing behaviors

Barrier Removal Process

PBIS

- Identify and define behavior expectations
- Teach behavior expectations
- Monitor expected behavior
- Acknowledge and encourage behavior expectations
- Establish continuum of responses to behaviors that includes teaching/re-teaching
- Use data for decision making

Lincoln Behavior Expectations

**Be Responsible**-We show responsible behavior when we are dependable, honor our commitments, and accept consequences for what we say and do

**Be Respectful**-We show respectful behavior when we care how our actions and words impact others and consistently choose to do the right thing

**Be Safe**-We show safe behavior when we identify with and understand each other’s feelings and take care of our own and other’s well-being both physically and emotionally, so our community is free from danger or harm

**Be Kind**-We show kind behavior when we intentionally show a genuine, deep, and selfless concern for others without expecting anything in return

5.5 Athletics Presentation  
 Presented by Chris Westfall

	Boys Sports	Coed Sports	Girls Sports
Fall Sports	Cross Country	Sideline Cheerleading	Cross Country
	Football		Golf
	Soccer		Swim & Dive
	Tennis		Volleyball
Winter	Basketball	Competitive Dance	Basketball
	Bowling	Wrestling	Bowling
	Swim & Dive		Competitive Cheerleading
Spring	Baseball	Lacrosse	Soccer
	Golf		Softball
	Track & Field		Tennis
			Track & Field

Moving back to SEC White in the 25-26 school year.  
 23-24 Champions

- Boys Basketball District Champs
- Softball MHSAA District Champs
- Girls Bowling SEC Champions
- Girls Track MHSAA MS Champions

6.0 SUPERINTENDENT AND STAFF REPORTS/CORRESPONDENCE

6.1 Superintendent’s Report

- Thanked all staff for a great school year!
- Board of Education MASB Awards-Award of Merritt-Matt Bentley, Master Diamond-Jennifer LaBombarbe, Date Specialty-Jennifer Czachorski
- Sonya Williams has accepted the position as Middle School Principal.
- Brick Elementary has been certified as a National STEM School.

6.2 Curriculum & Instruction Report

**Curriculum**

- The district Equity Planning Committee has met throughout this year to continue the work of creating the district’s Equity Plan. Based on the analysis of our data, the committee that consists of staff, parents, community members and students have come up with 4 components to include in our Equity Plan - Student Experiences, Staff Recruitment and Retention, Professional Learning and Staff Support, and Family and Community Empowerment. Next steps will include listening sessions with various stakeholders to gather input and feedback.
- [LCS’ PA 48 of 2021 Section 98b Plan](#)

Subject Area	2023	2024
Math	35%	59.3%
Reading	39.1%	42.7%
Spanish Reading	33%	30.6%
Science (MS only)	46.6%	50.6%

- Summer school begins next week for secondary and the following week for elementary. Currently, we have approximately 175 elementary students, 64 middle school, and 155 high school students
- 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 has been shared on social media.
- LCS has received their estimated allocation for Title I, II, III, and IV for the 23-24 school year. Based on information I have received from various stakeholders, I am finalizing the budgets. This will include our professional learning for staff.
- Our District MICIP plan will be revised based on the monitoring and evaluation of our data.
- Cognia accreditation visit will be March 19, 2025 from 9:00 am to noon

### 6.3 Public Relations & Marketing Report

#### Community Engagement

- Summer Events-Reading in the Park, June 18 & August 6; 6 - 7 pm
- LCS Bookmobile, July 29 - August 8
- August Kindergarten Roundup, August 12; 4 - 7 pm
- SplitterPalooza, August 15; 4:30 - 6:30 Bounce Houses, Food Trucks, Community Tables
- WEB Incoming 6th Grade/New Student Orientation, August 19; 8 am - Noon
- Link Crew Incoming Freshman/New Student Orientation, August 23; Morning (Time TBD)
- Elementary Open House, Wednesday, August 21; 5:00 - 6:30 pm
- New Principal Meet & Greet (TBD)

#### Summer Outreach

- Refer a Little Splitter-Welcome Letter w/ Onesie, Magnet
- Toddler Playtime-Coordinator Needed to connect parents
- Senior Center Walking Club-LAB Memberships and Silver Sneakers → LGAS program
- Book Mobile – Support for enrollments; QR codes, Computers & Hotspots
- Connecting to share yard signs and enrollment materials

#### Advertising-K12 Media Facebook/Instagram Ads

- 30 second and 60 second videos
- Kindergarten Enrollment, LMS/LHS transition and athletic facility.
- We follow up with all leads gathered w/ approx. 10% conversion rate
- Sponsored Ads are not currently sharable
- Posting sharable video/ads to the LCS page as well

#### Additional Marketing

- Lincoln Trail and Railsplitter Fence Banners
- Enrollment Postcards in August and Kindergarten roundup in July
- Centennial Celebration Save the Date postcards in July
- Communicator in August

- Yard signs
- Welcome back and student video

#### Enrollment

- Kindergarten: 227/40 in process
- All other grades: 36/45 in process
- WEOC Transfers: 24

#### 6.4 Facilities & Maintenance Report

- Summer Cleaning plans in place and being implemented
- Preventative maintenance will take place all summer throughout the district.

##### **This Summer:**

- *Renovations & District Improvements*
  - Partnering with Nathan Soos LMS teacher and Cross-country coach on the layout, design and implementation of a district cross country course for Elementary, Middle School and High school athletes
  - Partnering with Richard Roe LHS teacher and Robotics/CTE coach on the renovation of a new CTE programming space inside the high school.
  - Moving Virtual Academy to the east end of the high school in the 300 wings.
- *Completion of the following projects:*
  - Tennis court repairs & the addition of pickle ball courts on the north surfaces.
  - LHS west kitchen/LMS kitchen remodel projects, including the painting of the LMS cafeteria
  - Installation of new washer/dryers at all school buildings as part of the Homeless grant the district received.
  - Seal coating and crack filling in June/July & August: Brick, Bishop, Model and Childs
- *Safety & Security Summer Projects – (If BOE approves at tonight’s meeting)*
  - Additional internal/external security cameras throughout the district
  - Implementation & commissioning of personal handheld devices for all staff members for the 24/25 school year.
  - Installation of new PA systems in all school buildings for the 24/25 school year.
  - Push to talk radio system installed in the transportation department for longer range and clarity of communication.

##### **Other Important Updates**

- Stadium Building completed and the 2018 bond closed out
- DTE Exterior Lighting project credit and Rebate received for project approved 2 years ago.
  - Rebate check received for \$13,188
  - Energy credit received for \$133,621

#### **7.0 BOARD REPORTS/CORRESPONDENCE**

##### 7.1 Board Executive Committee

The next Executive Committee meeting is scheduled for June 17<sup>th</sup> at 3:00pm in the Pittman Room.

##### 7.2 Board Performance Committee Report

The next Performance Committee meeting is scheduled for June 21st at 4:30pm in the Pittman Room.

##### 7.3 Board Planning Committee Report

The next Planning Committee meeting is scheduled for August 12th at 4:30pm in the Pittman Room.

##### 7.4 Board Finance Committee Report

The next Finance Committee meeting is scheduled for August 5th at 4:00pm in the Pittman Room.

##### 7.5 Board Reports

- June 20<sup>th</sup> Board evaluation training will be available at the WISD.

#### **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.

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 13, 2024

Enclosed are the minutes of the April 22, 2024, Regular Meeting 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>
Jennifer Shier	Noon Supervisor/Bishop Elementary	9/19/2021	5/8/2024	Resignation	
Crystal Britton	Noon Supervisor/Childs Elementary	9/7/2023	5/8/2023	Resignation	
Tanya Atkins	Bus Driver/Transportation	5/20/2024		New Hire	
Amanda Malone	Paraprofessional/Lincoln Middle School	9/25/2023	5/3/2024	Resignation	
Kathy Vanway	Noon Supervisor/Lincoln High School	5/20/2024		New Hire	
Roger Bius	Bus Aide/Transportation	5/21/2024		New Hire	training to drive
Sophia Diaz	Paraprofessional/Lincoln Middle School	5/28/24		New Hire	
Katelyn Todd	SLP/Model Elementary	12/02/2019	5/17/2024	Resignation	Not returning from LOA 23.24
Jennifer Arnold	Paraprofessional/Brick Elementary	4/2/2018	6/3/2024	Transfer	From HS to Brick
Sonya Williams	Principal/Lincoln Middle School	7/1/2024		New Hire	

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

Ayes: 6  
Nays: 0  
Motion carried 6-0

## 10.0 NEW BUSINESS

### 10.1 MHSAA 2024-25 Membership

Enclosed is the 2024-2025 MHSAA Membership Resolution, which requires annual adoption. This was presented for information only; Board action will be requested at a subsequent meeting.

### 10.2 L-4029 Tax Rate Request

Please review the 2024-2025 Tax Rate Request. Millage rates are adjusted under the advice and recommendation of our advisor from Public Financial Management. Community Ed levy has decreased slightly due to the Headlee rollout. Board action is requested due to time sensitive deadline.

It was moved by Bentley and seconded by Rollins that we approve the 2024-2025 Tax Levy Request as presented.

Ayes: 6  
Nays: 0  
Motion carried 6-0

### 10.3 Middle School Boys Baseball

Piloted Boys Baseball at the MS level in 2023-24. Great turnout this spring – had to cut to get to 15 players. Asking for 5.0% coaching stipend (currently \$1,832), matching MS Track, MS Softball, and possibly MS Soccer. This program will match the existing MS Softball program, in place for 7 or 8 years.

Additional equipment/uniform costs included in the existing Athletic Budget. Only other additional costs per season – officials for home contests (\$8-1200), and 5 – 8 potential bus trips. These costs offset by additional ticket revenue and participation fees – difficult to approximate how many “new” athletes soccer will bring vs. kids playing an additional sport after already paying a participation fee. This was presented for information only; Board action will be requested at a subsequent meeting.

### 10.4 Middle School Boys and Girls Soccer

Piloted Boys & Girls Soccer at the MS level in 2023-24. A huge turnout for the boys in the fall – 32 participants. Only 9 girls in the spring, but significant interest in spring clinics show that the girls team should be viable next year. Asking for 5.0% coaching stipends (currently \$1,832), matching MS Track, MS Softball – one head coach in the fall (boys) and one head coach in the spring (girls).

Additional equipment/uniform costs included in the existing Athletic Budget. Only other additional costs per season – officials for home contests (\$6-800), and 5 – 8 potential bus trips. These costs are offset by additional ticket revenue and participation fees – difficult to approximate how many “new” athletes soccer will bring vs. kids playing an additional sport after already paying a participation fee. This was presented for information only; Board action will be requested at a subsequent meeting.

### 10.5 High School MHSAA Cooperative Ice Hockey

Lincoln offered Ice Hockey in some cooperative form until the 2012-13 school year, when lack of participation dissolved the team shared by Lincoln & Belleville HS. Student/parent interest emails showed a small contingent of potential players, some of which are at the late elementary/early middle school ages. We anticipate a small number of players (Less than 5) participating in the next few years.

Adding Lincoln to the Ann Arbor Huron/Milan cooperative agreement would create the opportunity for students to play hockey again without the full number of students or financial resources needed to sponsor the team on our own. Team will be housed under the AA Huron Athletic Department. Currently, 62 of the 129 teams in MHSAA Ice Hockey are co-operative programs.

Financial commitment – only to help out with transportation – less than 5 trips a year. AA Huron is responsible for the coaches’ salaries, and player fees support ice time. Ice Hockey across Michigan is mostly self-funded by the team, and this would be the same.

Lincoln Athletic Department staff will be asked to supervise 2-3 games a year. Hockey is mostly played on Monday/Wednesday/Saturday, and will not overwhelm the winter supervision schedule. This was presented for information only; Board action will be requested at a subsequent meeting.

#### 10.6 2023-24 Final Budget Amendment

##### **Activity/Student Services & Custodial Fund**

###### 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.

##### **Community Education**

###### Revenue

- Overall revenue was pretty consistent from the prior year. There was an increase in revenue, overall, but still pretty consistent with the original budget.
- Indoor baseball/softball activity has stopped in the LAB due to damage happening inside the building

###### 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 there was also several dates where security was needed on-site for large events held at the LAB
- Concessions were not sold in the LAB until the end of the year. Going forward, there is a plan in place to continue these operations.
- Indoor track maintenance was needed at the beginning of the year that was not expected in the original budget.

##### **Food Service**

###### Revenue

- Changes to federal revenue due to supply chain assistance grants, reimbursements from the State of Michigan for all students eat free, interest revenue, and increased participation in school meals.

###### Expenditures

- Operations/maintenance - Increased maintenance and installation costs for renovations related to the excess fund balance spend down.
- Management services - estimated change in costs increased due to an increase in student participation.
- Capital outlay - Purchase of service equipment during the year to comply with the excess fund balance spend down plan. Also purchase of equipment for Childs Elementary.

##### **General Fund**

###### Revenues

- Property tax revenue-small change based on property tax adjustments
- Local Sources- large increase in interest revenue and credits from the State from the submitted 941 reports
- State sources-small changes for categorical amounts
- Interdistrict sources-reduction for E-Rate revenue not expected to be applied in 23/24. This also included a reduction in corresponding expenditures.



#### Expenditures

##### Payroll costs-

- Reduction in vacant positions, terminations, new hires (\$150,000 (mainly instruction and added needs)
- Budgeting for summer school (30k)
- Increase in grant wages, homebound costs, and some staff moving from LEAO to LEA (140k)
- Increase in Admin sick payouts (15k)

##### Non-payroll costs

- Increase in sub costs based on usage (\$200k) (mainly instruction)
- Increase in curriculum budget for new/old curriculum costs that were not accounts for in the budget (139k)
- Reduction in cabbing, fuel, fuel, and contracted services costs from transportation (317k)
- General overall reduction in non-payroll accounts to cover current needs based on purchase orders (20k)

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

#### 10.7 2024-25 Budgets

##### **Activity/Student Services & Custodial Fund**

###### Revenues

- Revenue is estimated based on the income received for 23/24 and historical data.

###### Expenditures

- Expenditures are estimated based on the expenditures for 23/24 and historical data

##### **Community Education**

###### Revenues

- Overall revenue is budgeted to be consistent with the 24/25 fiscal year. The District continues to look into ways to generate more revenue in the community ed and LAB programs.

###### Expenditures

- Expenditures are fairly consistent with the prior year in all departments w/in the community education fund.
- LAB costs were budgeted to include an increase in custodial and maintenance costs. There was also an amount budgeted for security services in 24/25 year.

##### **Food Service**

###### Revenue

- Local revenue- estimated based on revenue received for the 23-24 fiscal year.
- State revenue- Budgeted similar to the ending 23-24 year with a conservative estimate. Expected continuation of the additional state funding related to students eating for free.
- Federal Revenue- estimated based on 23-24 participation. Will need to monitor to see how student participation is the next year. The reimbursement rate is expected to remain consistent with the 23/24 fiscal year.

###### Expenditure

- Pupil Support - this is the estimated cost of district staff to monitor the cafeterias.
- Management services - This is estimated based on 23-24 costs and continued student participation.
- Capital outlay - Amount available for new equipment or renovations to be completed during the year. Plans to be provided to the Board when available. Capital outlay needs to be a continued budgeted expense to help maintain fund balance levels below the excess fund balance amount.

##### **General Fund**

<b>Student count (Blended) - Decrease of 2% -</b>		
May state aid status report (fall count)		3,388
		(68)
		3,320
<b>Revenue budget highlights</b>		
Foundation Allowance (24/25 = \$9,849) increase of \$241	\$	800,000
Budgeted loss of student FTE	\$	(670,000)
5 year average of Medicaid -		
(A reduction from \$2,329,015 received in 23/24)	\$	2,000,000
District transportation & enrollment stabilization -		
(A reduction from \$758,848 received in 23/24)	\$	600,000
5 year average of Act 18 settlement -		
(A reduction from \$1,221,437 received in 23/24)	\$	942,518
<b>Note</b> - these amounts have historically come in a bit higher. We will know in the November/December timeframe.		

- State revenue shows a significant decrease due to a budgeted loss of student FTE, removal of one-time money (22/23 31aa grant, educator compensation grant, and 31a using during 23/24 for professional development).
- 5% increase in insurance costs \$165,000
- Staffing levels have decreased, mainly through attrition. The District is continuing to review class sizes, sections, and positions.
- Maintenance budget has been put together to account for day-to-day activity for custodial, utilities, and regular maintenance expenditures. Only special project is a renovation for CTE.
- New curriculum for district-wide ELA budgeted at \$800,000
- Remaining amounts of 22/23 safety grant and 31aa are included
- Transportation is purchasing 3 new buses for \$485k
- The expended fund balance percent of 10.77% includes the assigned fund balance amounts. In 23/24 that amount assigned was \$594,126. The expected amount for 23/24 will be an additional \$619,284. Total assigned fund balance starting 24/25 year will be approximately \$1,213,410 (or 1.96% of expenditures)
- Building level budgets have been restored, but not to previous levels.
- Sub costs are expected to decrease after working with HR to identify some cost-cutting measures districtwide.

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

**11.0 CLOSED SESSION**

11.1 Negotiations

11.2 Attorney Client Privilege and Pending Litigation-Augusta Township/Lincoln Consolidated Schools Case No. 2023-000271-CZ

It will be necessary to enter closed session to discuss Negotiations (LAA) and the Attorney Client Privilege and Pending Litigation-Augusta Township/Lincoln Consolidated Schools Case No. 2023-000271-CZ, to return to open session.

A roll call vote was necessary.

Pursuant to Sections 8(c) and 8(e) of the Open Meetings Act, it was moved by Bentley and seconded by Moore that we enter closed session to discuss Negotiations, Attorney Client Privilege and Pending Litigation-Augusta Township/Lincoln Consolidated Schools Case No. 2023-000271-CZ, to return to open session.

Ayes: 6 Rollins, Czachorski, Sparks, Bentley, Smith and Moore

Nays: 0

Motion carried 6-0

Entered Closed Session at 8:20pm to return to Open Session at 8:44pm

## 12.0 OLD BUSINESS

### 12.1 Augusta Township Water Settlement Agreement

It was moved by Bentley and seconded by Sparks that we accept and execute the Settlement Agreement between Augusta Township and Lincoln Consolidated Schools Case No. 2023-000271-CZ.

Ayes: 5

Nays: 0

Abstain: 1 Czachorski-Conflict of Interest

Motion carried 5-0

### 12.2 CTE Equipment 61c1 Grant

Please see the attached documentation. The items attached have been selected and approved by the CTE program advisory committee at our spring meeting (minutes attached). The items are complimentary equipment with SME Prime batch of equipment and furniture for the space at the HS. Items from Haskell (link at end) and Smith System (attached doc) are being purchased through OMNIA. It is the understanding that items from IST will need to go out to bid. All items are being funded through the 61c1 grant applied for via the WISD for our new CTE program. Board action was requested.

It was moved by Bentley and seconded by Moore that we approve the CTE Equipment 61c1 Grant as presented.

Ayes: 6

Nays: 0

Motion carried 6-0

### 12.3 Pediatric Therapy Associates, LLC 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 the Pediatric Therapy Associates, LLC Contract for the 24-25 school year as presented.

Ayes: 6

Nays: 0

Motion carried 6-0

### 12.4 Handheld Personal Communication Devices

Replace, modernize, and provide each employee of the district with a uniform handheld personal communication device, that allows; employees to communicate privately within their own building; building to building communication; all employees to communicate with transportation; and for the district to support an emergency broadcast system where all employees can get up to date accurate information in the event of an emergency.

A total of \$231,047.34 paid out of the 22/23 section 97 safety grant that needs to be spent by September 30, 2024. Board action was requested

It was moved by Bentley and seconded by Sparks that we approve the Handheld Personal Communication Devices as presented by the Safety Committee.

Ayes: 6

Nays: 0

Motion carried 6-0

12.5 Push-to-Talk Cellular Mobile Radio Transportation

To replace, modernize, and provide clear two-way communication devices from dispatch to the drivers in the field, and/or from buildings to the drivers utilizing push-to-talk cellular mobile radios with a national unlimited plan. This will allow the transportation department to utilize cellular towers instead of repeaters with limited range and clarity. Board action was requested.

A total of \$24,778.60 to be paid out of the 23/24 31aa grant-safety portion.

It was moved by Moore and seconded by Sparks that we approve the Push-to-Talk Cellular Mobile Radios to be used by the Transportation Department as presented by the Safety Committee.

Ayes: 6  
Nays: 0  
Motion carried 6-0

12.6 Internal & External Security Cameras

Additional Internal/External security cameras placed throughout the district to increase coverage, clarity of images and infrastructure to support AI technology for early warning of threat protection. Board action was requested.

A total of \$208,789.82 to be paid out of the 23/24 31aa grant-safety portion (Bishop \$38,939, Childs \$27,939.81, LMS \$34,152.27, Model \$40,060.98 and LHS \$67,697.04)

It was moved by Bentley and seconded by Moore that we approve Internal & External Security Cameras as presented by the Safety Committee.

Ayes: 6  
Nays: 0  
Motion carried 6-0

12.7 Public Announcement Systems

Update public announcement systems in each school. To replace, modernize, and make all public announcement systems uniform throughout the district.

A total of \$59,460.25 to be paid out of the 23/24 31aa grant-safety portion. Board action was requested.

It was moved by Bentley and seconded by Sparks that we approve the update of the Public Announcement Systems Districtwide as presented by the Safety Committee.

Ayes: 6  
Nays: 0  
Motion carried 6-0

12.8 Tenure and Continuing Probation Recommendations

The building administrators have recommended the following probationary teachers (listed in Board packet) to be continued for the 2024-2025 school year. There are thirteen teachers being recommended for tenure. Board action was requested.

TENURE TEACHER RECOMMENDATION				
Building	Name	Date of Hire	Tenure Eligibility Date	Notes:
LMS - Lincoln Middle School	SMITH, JESSICA	9/9/2018	9/9/2023	5-Year Requirement
LMS - Lincoln Middle School	DUDASH, AMBIKA DEVI	9/18/2018	9/18/2023	5-Year Requirement
ME - Model Elementary	JOHNS, RACHEL	9/26/2018	9/26/2023	5-Year Requirement
BPE - Bishop Elementary	WILLIAMSON, MICHAELLA L	1/7/2019	1/7/2024	5-Year Requirement
LVA - Lincoln Virtual Academy	BOYKIN, WALTER	1/19/2022	1/19/2024	2-Year Requirement previously tenured
BPE - Bishop Elementary	MARSHALL-TOTHFEJEL, GRETCHEN	4/25/2022	4/25/2024	2-Year Requirement previously tenured
BRE - Brick Elementary	BRASHEAR, KRISTINA	8/11/2022	6/30/2024	2-Year Requirement previously tenured
BRE - Brick Elementary	KERN, TRACIE L	8/26/2019	6/30/2024	5-Year Requirement
BRE - Brick Elementary	KREZMER, KATHERINE	8/15/2022	6/30/2024	5-Year Requirement
LMS - Lincoln Middle School	ECHEGOYEN, VICKI	8/19/2022	6/30/2024	2-Year Requirement previously tenured
ME - Model Elementary	FINKBEINER, LAURA A	8/26/2019	6/30/2024	5-Year Requirement
CE - Childs Elementary	HAMMONDS, MICHELLE	8/23/2021	6/30/2024	5-Year Requirement
ME - Model Elementary	MALMQUIST, NATASHA K	8/27/2019	6/30/2024	5-Year Requirement

It was moved by Bentley and seconded by Moore that we approve the 2024-2025 Tenure and Continuing Probation Recommendation as presented by Administration.

Ayes: 6  
 Nays: 0  
 Motion carried 6-0

12.9 Sinking Fund

It was moved by Bentley and seconded by Sparks to authorize the Superintendent to work with Thrun in creating the resolution to be presented to the Board of Education for consideration regarding the Sinking Fund ballot proposal for the November 2024 ballot, specifying a proposed millage rate of 2 mills and a duration of 10 years

Ayes: 6  
 Nays: 0  
 Motion carried 6-0

12.10 Lincoln Administrators Association-ALL Master Agreement

It was moved by Bentley and seconded by Rollins that we approve the Lincoln Administrators Association (LAA) ALL Master Agreement for two years from July 1, 2024, though June 30, 2026, as presented.

Ayes: 6  
 Nays: 0  
 Motion carried 6-0

13.0 ADJOURNMENT

It was moved by Moore and seconded by Sparks that we adjourn the meeting at 9:15 p.m.

Ayes: 6  
 Nays: 0  
 Motion carried 6-0

President Czachorski declared the meeting adjourned.