

# Monday, February 6, 2017 6:30 p.m. - Regular Meeting

YCS Board of Education Meeting
YCS Central Office \* 1885 Packard Road \* Ypsilanti, MI 48197 \* (734)221-1230

## **AGENDA**

- I. CALL TO ORDER
  PLEDGE OF ALLEGIANCE: Holmes Elementary Students Seth Petty, Principal ACHIEVEMENTS, AWARDS AND RECOGNITION
- II. ACCEPTANCE OF AGENDA
- III. PRESENTATIONS
  - A. February Budget Amendment Cathy Secor, Director of Business Services (Enc.)
  - B. Balanced Calendar Laura Frey-Greathouse, Director of Student Affairs & Karla Graessley, Director of Elementary Education (Enc.)
- IV. PUBLIC COMMENTS #1
- V. CONSENT AGENDA (Enc. #5)
  - A. January 23, 2017 Special Meeting
  - B. January 23, 2017 Regular Meeting Minutes
  - C. New Hires & Resignations
- VI. DISCUSSION
  - A. Sanctuary School/Safe Zone District
- VII. PUBLIC COMMENTS #2
- VIII. BOARD/SUPERINTENDENT COMMENTS
  - IX. ADJOURNMENT

# YPSILANTI COMMUNITY SCHOOLS FEBRUARY BUDGET AMENDMENT GENERAL FUND FEBRUARY 1, 2017

REVENUES	BUDGET 2016-17	CHANGE	FEBRUARY AMENDMENT
LOCAL	\$10,085,224	\$1,823,262	\$11,908,486
STATE	\$28,183,847	\$1,910,130	\$30,093,977
FEDERAL	\$7,114,834	(\$747,112)	\$6,367,722
INCOMING TRANSFERS & OTHER	\$9,046,000	(\$1,786,000)	\$7,260,000
TOTAL REVENUE	\$54,429,905	\$1,200,280	\$55,630,185
EXPENDITURES			
BASIC INSTRUCTION	\$21,108,234	\$876,366	\$21,984,600
ADDED NEEDS	\$7,468,639	(\$606,880)	\$6,861,759
PUPIL SUPPORT	\$6,831,303	\$890,739	\$7,722,042
INSTRUCTIONAL STAFF	\$2,683,155	(\$424,293)	\$2,258,862
GENERAL ADMINISTRATION	\$632,535	\$0	\$632,535
SCHOOL ADMINISTRATION	\$2,470,907	\$1,338	\$2,472,245
BUSINESS	\$737,253	(\$68)	\$737,185
OPERATION & MAINTENANCE	\$5,074,825	\$185,800	\$5,260,625
PUPIL TRANSPORTATION	\$3,790,697	\$167,363	\$3,958,060
CENTRAL	\$1,171,154	(\$9,646)	\$1,161,508
OTHER - PUPIL ACTIVITIES/ATHLETICS	\$513,962	\$85,713	\$599,675
COMMUNITY SERVICES	\$400,002	(\$7,007)	\$392,995
OUTGOING TRANSFERS/	\$20,000	\$0	\$20,000
DEBT SERVICE	\$2,100,000	\$0	\$2,100,000
FUND MODIFICATIONS	\$214,433	\$18,360	\$232,793
TOTAL EXPENDITURES	\$55,217,099	\$1,177,785	\$56,394,884
EXCESS EXPENDITURES OVER REVENUE	(\$787,194)		(\$764,699)
Fund Balance Beginning July 1, 2016	\$5,106,325		\$5,106,325
Estimated Fund Balance Ending June 30, 2017	\$4,319,131		\$4,341,626

### **Factors in February Budget Amendment**

### REVENUE

- 1. Rental of West to Ann Arbor Public Schools
- 2. Insurance settlement on Railroad Property
- 3. Self-insurance disbursement from previous district
- 4. State Aid based on loss of only 136 (blended count)
  - original budget estimate of 300 loss
- 5. Carryover 31 A, IDEA, Headstart, Title I & II dollars
- 6. Only using \$600,000 of Medicaid to offset the additional expense

### **EXPENSES**

- 1. Added H.S. Counselor mid year
- 2. Added 2 Deans mid-year:
  - 1 position for Erickson
  - 1 position split between Estabrook & Perry
- 3. Added 2 Elementary Teachers mid-year at Erickson
  - large class sizes
- 4. Added 1 HS Spanish (ESL) mid-year
  - population coming into the district
- 5. Added 2 teacher posions at HS (English)
  - LFG reports that if schedule is tweaked for next year, these may be eliminated
- 6. Added .5 Art mid-year
  - not enough electives
- 7. Assistant Athletic Director
  - this position was to be cut but needed because
     Wellman is 1/2 AD & 1/2 Assistant Principal
- 8. Tuition for WEOC is higher
  - \$263,000 is from last year---billed after year end
  - Total tuition will be reduced by the \$263,000 for next year's budget.
- 9. One time expense budget for the following:
  - Physical Education \$150,000
  - Music (Choir and Band) \$150,000
  - Art \$50,000
  - Robotics \$20,000
  - Athletics \$20,000
- 10. Use Insurance money to knock down Railroad Property
- 11. Added 31A, IDEA, Headstart, Title I & II expense to offset revenue

# Balanced Calendar Survey Ford ELC and Holmes Elementary

\*Results will be listed on the bottom of the page\*

1.	<ol> <li>Would you like Balanced Calendar to remain at Ford Early Learn year?</li> </ol>	ing Center for the 2017 - 2018 school
	YES NO	
2.	2. Would you like Balanced Calendar to remain at Holmes Elementa	ry for the 2017 - 2018 school year?
	YES NO	
3.	3. Would you like to move the preschoolers over to Balanced Calend the 2017 - 2018 school year (currently they are on the traditional of	E) 1970
	YES NO	
4.	4. Any additional feedback about balanced calendar? (Please use ba	ick if you need to):
	Balanced Calendar Surve	N.
	Ford ELC and Holmes Elemen	
5.	5. Would you like Balanced Calendar to remain at Ford Early Learning year?	ng Center for the 2017 - 2018 school
	YES NO	
6.	6. Would you like Balanced Calendar to remain at Holmes Elementar	y for the 2017 - 2018 school year?
	YES NO	
7.	7. Would you like to move the preschoolers over to Balanced Calenda the 2017 - 2018 school year (currently they are on the traditional calendary)	
	YES NO	
8.	8. Any additional feedback about balanced calendar? (Please use ba	ck if you need to):

# Ford ELC Parent Results

## Holmes Parent Results

 Would you like Balanced Calendar to remain at Ford Early Learning Center for the 2017 - 2018 school year?

$$NO = F-48, H-13$$

2. Would you like Balanced Calendar to remain at Holmes Elementary for the 2017 - 2018 school year?

3. Would you like to move the preschoolers over to Balanced Calendar at Ford Early Learning Center for the 2017 - 2018 school year (currently they are on the traditional calendar)?

4. Any additional feedback about balanced calendar? (Typed as written on survey sheet):

### In Favor

- \*Make all YCS Balance
- \*N/A
- \*No
- \*No
- \*Nice Idea
- \*Great plan- kids will learn more and it will stay with them
- \*Yes I think it helps the kids stay on track through the school
- \*I think it helps the kids stay on track
- \*N/A
- \*Keep school here
- \*It's Great! I truly love it!!
- \*N/A
- \*Make Schools balanced
- \*N/A
- \*No
- \*N/A
- \*No
- \*Great Idea
- \*Students get to become involved in learning early in the summer.
- \*Great Love it :)
- \*None
- \*Will they always start school in August?
- \*Great! Love it!
- \*All YCS schools balanced
- \*I think it's a great program and would love to see the balanced calendar continue

### Not in Favor:

\*I like the idea of it now while I'm a stay-at-home mom. I think it will be hard finding childcare so

frequently during the year when I go back to work.

- \*The balanced calendar causes additional hardship on a single parent household.
- \*I think all schools should be on the same schedule for parents with a lot of kids
- \*Just does not fit our schedule
- \*If balanced calendar is in all schools then maybe it would be better!
- \*The balanced calendar is a difficult thing to adjust to. It doesn't really line up with the traditional breaks or time off from school to go along with parents of older siblings having time off.
- \*Balanced Calendar don't fit our family, I believe that reason some, family have left YCS or gone to a non balanced calendar.
- \*My husband and I are firm believers in receiving a great education. We want our children to learn as much as they can in as they can in as much time as they can. We understand your objective of a balanced calendar and agree children should have as much time in school as possible. We also believe in family time is just as important, if not more. Summertime is full time with and for family. as for our family, we extend out of state. Summer vacation is the longest time we have together. That being cut short by anything is heartbreaking to us. This is the main reason we prefer the traditional Calendar. We would appreciate the school board reinforcing it.
- \*It is inconvenient to parents
- \*School starts too early at Holmes Elementary
- \*This does not work for working parents.
- \*Long breaks do not work for my son, has a hard time getting back to school work
- \*Hours are too early
- \*More reminders about off weeks. I forgot all about it! I thought my son was playing
- \*Might cause a problem for working parents

Ifreygreathouse3@ycschools.us -

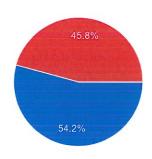
Edit this form

# 49 responses

Publish analytics

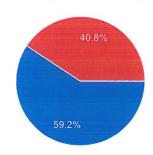
# Summary

# Where do you work?



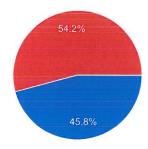
Ford 26 54.2% 45.8% Holmes 22

# Do you like working in a building with a balanced calendar?



Yes 29 59.2% 20 40.8% No

Do you see an academic benefit to the students who attend a balanced calendar building?

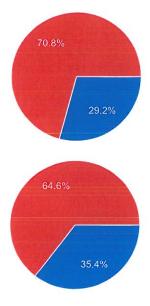


Yes 22 45.8% No 26 54.2%

Do you see a culture/climate benefit to the students who attend a balanced calendar building?

> 29.2% 14 Yes

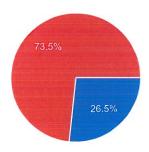
No 34 70.8%



### palanced calendar for the 2017-18

Yes 17 35.4% No 31 64.6%

# Do you think the preschool should move to a balanced calendar for the 2017-18 school year?



Yes **13** 26.5% No **36** 73.5%

### Please give us any further feedback you think would be helpful.

Although I don't mind working in a school with a balanced calendar (I'm a Title teacher) I can see why teachers would be frustrated. Several parents brought their children to Ford for free childcare and then sent their children back to their "regular school" after the traditional calendar started. We also had students starting school when the traditional calendar started, which means those students lost about six weeks of learning. In my opinion, having two different calendars in the same district is VERY disruptive to the learning environment because it makes it difficult to establish routines and procedures.

Balanced calendar is not beneficial to preschool. The transition after the long breaks all throughout the year are very difficult for this age group and is hard for them to retain daily routines and classroom procedures. Having a longer break over the summer is more ideal because when they come back for the new school year, the daily routines and procedures are a huge part of the curriculum during that time. It will be very inconvenient to constantly be re-teaching these skills every time there is a longer break during the year with the balanced calendar. The balanced calendar is also a personal inconvenience because I need supplemental income during the summer break and take on a second job. Having a shorter summer will hurt a lot of staff financially. I also know a lot of staff who have children of their own that will have a hard time being on balanced calendar because it doesn't align with their child's day care or school calendars.

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There are too many breaks with the balance calendar and I feel the students lose a lot of things I have taught them and have to spend more time reviewing and going over the curriculum. Behavior is a major problem as well. Once I have students in a good spot we have a break and then I have to start all over with them when we get back from a break. Also there are a lot of kids coming and going during the month of August it makes it difficult to get started on the curriculum. It doesn't work with traditional calendar. Unless the whole district does it. Holmes school starts very early.

When our preschool students returned from their 5 days off at Thanksgiving, some of them could no longer recognize their name and many had to be reminded of the routine. I can not imagine preschoolers being off for 2 week chunks during the school year. Each time they returned would be like the first day of school all over again! I have not seen any research that shows a benefit to balanced calendar. Manchester planned to turn the whole district into balanced calendar last year. Parents wanted to see research to prove there was a benefit. None was available. I am also concerned about the declining enrollment at Ford since balanced calendar was introduced.

As a special ed provider in speech and language, I will be divided between two schools starting January. One is balanced calendar and the other is not. I would be going over my contracted hours if both are not on the same calendar whether balanced or traditional.

Balanced calendar disrupts procedures and routines. My students return tired, unfocused, and they do not retain much of the information they had learned prior to break. It takes a few days to get attendance back. My students do not benefit academically or in any social way. In fact many parents complain that they did not get time with their kids last summer. I feel this adds to our attendance problem. As for me and my family, I have a young child that is stuck spending her summer "Break" (traditional schedule) at daycare and we have lost an enormous perk of being a teacher and being able to see our own children.

In addition to the balanced calendar situation, please consider the limited space in the building. Many rooms are shared among multiple staff members. Optimal learning for students who are already challenged with learning difficulties is compromised. If you are considering separating programs based on traditional and balanced calendar, please also consider finding additional space for each of these programs (PreK separate from elementary).

Sure would be helpful to the families that have preschool and K-1 children to all be on the same calendar. The two calendars is confusing to our families, and inconvenient for them to take family vacations during the intersession times when some of their children are not off with their siblings.

There are definitely pros and cons. Some students show up a month late. Others left after a month to attend a traditional calendar school. The time change at Ford is much better than the last year.

While I do like the additional breaks for my own stress relief, I do not feel that the children recover well from them. I feel like a lot of students are still coming in at a young age due to the waiver that can be signed, and when we start school in August - this creates a very immature classroom. In addition, It seems like I get several more students that enroll in September anyway, which makes us go over routines and directions all over again which sort of slows down our momentum. It is part of the balanced-calendar package, but I do not like having to slow down for the students that have been with me since the real start date in August. Nor do I think it is fair to give my new enrollee a crash course in rules and routines. Furthermore, I didn't like receiving beginning of the

year PD at the end of August/beginning of September when our school started in August. This sort of puts us at a disadvantage. I also feel like it separates us from the traditional buildings and makes it difficult for parents to understand the differing schedules when they have students enrolled in both balanced and traditional buildings. I feel like YCS would be able to shine and strive for excellence if all buildings were on the same schedule. I really hope this feedback helps with the decision making for next year's school year. Thanks for asking us our opinion.

I feel that a large majority of the students ultimately end up missing more days of school on a balanced calendar.

Personally, I like the balanced calendar, but, I do not find it beneficial for the students. Many students did not show up until the regular school year began. In addition, having two weeks off has affected the students structure/behavior. They return after being at home and have to adjust to the environment all over again. This is extremely difficult for the students on the Autistic Spectrum. I would LOVE starting the day an hour later. Students come in sleepy, and a few of them fall asleep during the school day.

### One schedule for all

Intercession needs to be fixed, in that the pay needs to increase or some other benefit given.

Balanced calendar doesn't work well with a transient population that we currently serve. In the beginning of the school year in August we spend a lot of time building culture and climate within our classrooms, then after Labor Day we get to do it yet again when we get 5-8 more students joining us in our classrooms. I think unless we move the whole district to balance calendar, we should just go back to being a traditional calendar.

I think it would be helpful for the district to have a balanced calendar option at all grade levels (or atleast through high school) to help families who would like to opt-in but would prefer not to juggle multiple calendars! I absolutely think this calendar is best for students and families.

It is a problem when we start school in August, and 50+ start after Labor Day.

Calendars should be aligned by district to reduce student mobility.

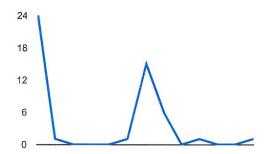
I have seen great benefit as a classroom teacher with balanced calendar both socially and academically with my students. There are a few problems that are really from the district level that make it difficult at times to work in a balanced calendar school. For one, for the last three years we have always felt like an after thought. Our PD days in the beginning of the school year are never planned and then we are forced to have to miss a day of instruction a month into the school year to be welcomed back or go through training for a program that we have already implemented. Our supplies are never available when we start school either. I personally love balanced calendar and think it is great for our population. One of the biggest issues we have is with intersession. I have personally worked every intersession we have had, and while I enjoy the break from my regular students, it is a lot of work and not worth the pay when it gets put in with our regular checks and almost cut in half after taxes. It is difficult for us to even find teachers to have to work intersessions anymore. I hope that at the district level they can get on board with our calendar and help to support us as teachers and our families to continue with balanced calendar. District needs to take a stance on students that start after labor day if the balanced calendar

District needs to take a stance on students that start after labor day if the balanced calendar continues. In addition, I think to avoid confusion with respect to staff and families the entire district needs to be on the same calendar. Although I like working a balanced calendar I am not sure the advantages out weight the needs of the district as a whole.

I think the June Intersession should be before school ends. That intersession takes a huge chunk out of an already short summer break for the teachers. Too many students are missing the first two weeks of school and the NWEA test. Not enough is being done to inform parents that school begins earlier than the other schools in the district. District professional development seems to leave our school out at times. Schoolwide maintenance and clean up is slow moving and tends to add more stress on the teachers to set. Other schools in the district were cleaned and detailed before our school and we return sooner than they do.

The whole district needs to do it or no one. Families need consistancy

# Number of daily responses



Re: Balanced Calendar

# **Enrollment Review**

# Fall 2016

# Average Daily Attendance E-Expected

# A-In attendance

			The second second second		Process of the same									
	E 8/12	A 8/12	E 8/19	A 8/19	E 8/26	A 8/26	E 9/1	A 9/1	E 9/9	A 9/9	E 9/16	A 9/16	E 9/23	A 9/23
Ford (K-1st)	264	188	269	200	265	203	256	187	233	198	234	198	233	187
Perry (K-1st)									341	314	343	321	345	305
Holmes (2nd-5th)	338	234	331	254	325	282	324	261	326	273	303	274	302	274
Erickson (1st-5th)									415	384	400	371	399	372
Estabrook (2nd-5th)									315	285	317	290	321	307
YIES (K-2nd)									92	89	100	95	104	99

# Fall 2015

# Average Daily Attendance

# E-Expected

# A-In attendance

	E 8/14/15	A 8/14/15	E 8/21/15	A 8/21/15	E 8/28/15	A 8/28/15	E 9/3/15	A 9/3/15	E 9/11/15	A 9/11/15	E 9/18/15	A 9/18/15	E 9/25/15	A 9/25/15
Ford (K-1st)	227	204	236	214	242	223	243	232	248	228	251	226	252	224
Perry (K-1st)									310	285	313	282	320	279
Holmes (2nd-5th)	280	237	269	246	265	244	263	241	261	246	257	247	256	242
Erickson (1st-5th)									242	234	234	230	248	234
Estabrook (2nd-5th)									418	395	425	394	428	383
Adams (K-5th)									320	303	318	304	324	297

# Fall 2014

# Average Daily Attendance

# E-Expected

# A-In attendance

	E 8/15/14	A 8/22/14	E 8/28/14	A 8/28/14	E 9/5/14	A 9/5/14	E 9/12/14	A 9/12/14	E 9/19/14	A 9/19/14	E 9/26/14	A 9/26/14
Ford (K-1st)					200	191	208	190	229	210	232	212
Perry (K-1st)					321	305	319	306	324	304	326	307
Holmes (2nd-5th)	333	293	340	313	341	330	348	323	354	335	354	335
Erickson (1st-5th)					342	330	347	340	349	332	350	335
Estabrook (2nd-5th)					438	431	440	432	443	426	442	428
Adams (K-5th)					416	404	411	393	407	384	407	385

Fall 2016 New or Returning Students

	Students Enrolled 8/8/16-9/1/16	Students Dropped 8/8/16-9/29/16	Students Enrolled 9/6/16-10/5/16	Students Dropped 9/6/16-10/5/16
Ford (K-1st)	17	7	25	13
Perry (K-1st)			33	9
Holmes (2nd-5th)	31	15	15	27
Erickson (1st-5th)			19	76
Estabrook (2nd-5th)			29	27
YIES (K-2nd)			17	3

Fall 2015
New or Returning Students

	Students Enrolled 8/10/15-9/4/15	Students Dropped 8/10/15-9/4/15	Students Enrolled 9/8/15-10/7/15	Students Dropped 9/8/15-10/7/15			
Ford (K-1st)	4	0	14	11			
Perry (K-1st)			3	12			
Holmes (2nd-5th)	1	34	1	2			
Erickson (1st-5th)			4	3			
Estabrook (2nd-5th)			3	8			
Adams (K-5th)			3	10			

Fall 2014
New or Returning Students

	Students Enrolled 8/11/14-8/28/14	Students Dropped 8/11/14-8/28/14	Students Enrolled 9/2/14-10/7/14	Students Dropped 9/2/14-10/7/14			
Ford (K-1st)			9	1			
Perry (K-1st)			0	4			
Holmes (2nd-5th)	89	60	33	4			
Erickson (1st-5th)			0	0			
Estabrook (2nd-5th)			0	0			
Adams (K-5)			6	16			

# **FALL 2016 COUNT**

	October 2015	February 2016	October 2016
Ford (K-1st)	267	273	237
Perry (K-1st)	354	388	373
Holmes (2nd-5th)	256	259	294
Erickson (1st-5th)	250	246	394
Estabrook (2nd-5th)	288	290	313
YIES (K-2nd)			106

Spring, 2016 - Fall, 2016 (1st to 2nd Grade)

School to School	Spring Mean Rit Math Grade 1	Fall Mean Rit Math Grade 2
Ford-Holmes	176.1	164.7
Perry-Estabrook	176.8	165.9
Holmes		
Erickson-Erickson	169.1	164.5
Estabrook		
Perry - YIES	176.8	167.6

# Spring 2016 - Fall 2017 (2nd to 3rd Grade)

School to School	Spring Mean Rit Math Grade 2	Fall Mean Rit Math Grade 3
Ford		
Perry		
Holmes	190.9	181.3
Erickson	191.1	184.4
Estabrook	183.3	183.2
YIES		

Re: Balanced Calendar

**NWEA Comparison** 

# Spring 2016 -Fall 2016 (3rd to 4th Grade)

School to School	Spring Mean Rit Math Grade 3	Fall Mean Rit Math Grade 4
Ford		
Perry		
Holmes	200.3	196.6
Erickson	197.4	190.7
Estabrook	194.4	192.2
YIES		

# Spring 2016 -Fall 2016 (4th to 5th Grade)

School to School	Spring Mean Rit Math Grade 4	Fall Mean Rit Math Grade 5
Ford		HALLER.
Perry		
Holmes	205.2	202.0
Erickson	208.4	202.7
Estabrook	207.1	202.1
YIES		

# Spring, 2016 - Fall, 2016 (1st to 2nd Grade)

School to School	Spring Mean Rit Reading Grade 1	Fall Mean Rit Reading Grade 2
Ford-Holmes	167.4	160.3
Perry-Estabrook	168.6	163.3
Holmes		
Erickson-Erickson	166.2	158.6
Estabrook		
Perry - YIES	168.6	164.5

# Spring 2016 - Fall 2017 (2nd to 3rd Grade)

School to School	Spring Mean Rit Reading Grade 2	Fall Mean Rit Reading Grade 3
Ford		
Perry		
Holmes	179.8	176.0
Erickson	186.5	177.1
Estabrook	180.0	176.3
YIES		

# Spring 2016 -Fall 2016 (3rd to 4th Grade)

School to School	Spring Mean Rit Reading Grade 3	Fall Mean Rit Reading Grade 4
Ford		
Perry		
Holmes	192.2	189.1
Erickson	195.1	183.3
Estabrook	190.9	185.8
YIES		

# Spring 2016 -Fall 2016 (4th to 5th Grade)

School to School	Spring Mean Rit Reading Grade 4	Fall Mean Rit Reading Grade 5
Ford		
Perry		
Holmes	194.3	190.2
Erickson	199.8	195.5
Estabrook	202.6	195.5
YIES		

# Enclosure #5 APPROVAL OF CONSENT AGENDA

# **Meeting of 2/6/17**

# Presented by **Benjamin Edmondson**Prepared by **Paula Gutzman**

☐ Discussion ☐ Action – Roll Call ☐ Action – Voice		Brenda Meadows	Sharon Irvine	Ellen Champagne	Sharon Lee	Celeste Hawkins	Meredith Schindler	Maria Shele Edwa
Ayes	1 <sup>st</sup> /2 <sup>nd</sup>							
Nays	Aye							
	Nay							
	Abstain							
Rationale/Background Information  a. Consent Agenda  1. January 23, 2017 Special Meeting Minutes, Study Session 2. January 23, 2017 Regular Meeting Minutes 3. New Hires 4. Resignations  Proposed Motion  " move that the Board of Education approve the following:  1) January 23, 2017 special meeting minutes; 2) January 23, 2017 regular meeting minutes, and; 3) the personnel matters as per the attached list dated February 3, 2017: New Hires and Resignations."								
Budget Impact: One: General Fund Others: Replacemen	Nor	ne 🛛	As follov	vs:				
Attachments:								
$\boxtimes$ Enclosed	Issue S	Study Enclo	sed	To Be Distr	ibuted a	t Meeting	■ None	



# MINUTES: SPECIAL MEETING/STUDY SESSION OF THE BOARD OF EDUCATION Monday, January 23, 2017 (Meeting #1 of 2)

The *Special Meeting* of the Ypsilanti Community Schools Board of Education was called to order by President Sharon Irvine at 5:34 p.m.

### MEMBERS OF THE BOARD OF EDUCATION PRESENT

Treasurer Meredith Schindler, Trustee Maria Sheler-Edwards, Secretary Sharon Lee, President Sharon Irvine, Vice-President Dr. Celeste Hawkins (5:59 arrival), Trustee Ellen Champagne, Trustee Brenda Meadows (6:00 arrival)

## **MEMBERS OF THE BOARD OF EDUCATION ABSENT:** None

ACCEPTANCE OF AGENDA: Agenda Amended as Follows: 1) Added to Agenda: "Presentation, CIMS Document".

Motion by Champagne, supported by Schindler Action Recorded: 5/Yes; 0/No

**PUBLIC COMMENTS:** None

## 2017/18 MIDDLE SCHOOL PROGRAMMING UPDATE

Superintendent Benjamin Edmondson, Director of Secondary Education Linda Kuzon and Principal of Ypsilanti Community Middle School Aaron Rose gave a PowerPoint presentation on plan updates. The presentation included: 1) rationale; 2) timelines; 3) staffing, and; 4) program considerations. Superintendent Edmondson shared results of Estabrook student and parent surveys.

This plan did not include a timeline for an alternative middle school. Currently there is a Middle School Exploratory Committee meeting to discuss "middle school alternative education". This group includes staff, parents and community partners. Plans are to bring a recommendation from this committee to the Board in March, with intentions of launching in the Fall. Dr. Edmondson commented that superintendents at the County level are discussing "alternative middle schools".

## PRESENTATION, CIMS Document: Item Added to Agenda

Ruth Jordan, Interim Director of Student Support Services, distributed and presented to the Board the Continuous Improvement & Mentoring System (CIMS) Part B 2016 Strand Report, Revised June 2016. Data included: 1) review of data (2013/14), and; 2) review of focused monitoring priorities (2014/15 & 2015/16).

### **BOARD/SUPERINTENDENT COMMENTS:** None

Meeting Adjourned: 6:41 p.m.

Attachment: Draft, 1/23/17 - Updated Middle School Transition Plan, 2017/18

Respectfully Submitted,

Ellen Champagne, Secretary Board of Education Ypsilanti Community Schools



# Updated Middle School Transition Plan 2017-18

Contents
Rationale
Timelines
Staffing
Program Considerations

# **Rationale**

In February 2016, our Facilities Advisory Board recommended combining our middle school programs in the Fall of 2017, as a cost saving measure; however, there were a variety of other compelling reasons that suggested we needed to make this move sooner than later including but not limited to:

- 1. We are one District that still suffers from the collaboration between school districts.
- A school district with less than 800 middle school students should house one school for its needs (based on comparables in the State).
- 3. One school allows consolidation of teachers and programs and builds collegiality.
- 4. This is a clear demonstration that we want one District not many schools within the District.
- 5. The Estabrook PTO, as stated by the former PTO President Lisa Brown, endorsed the move to one middle school (other than WIMA) if we postponed the move for one year, which we did.
- 6. West Middle School, a building in excellent condition, remains vacant.

### **Updates:**

- 1. WIHI/WIMA officials delayed the move to West Middle School until 2018-19.
- 2. We are considering creating an alternative program for 6-8 graders housed in a separate building and anticipate this move to a vacant West Middle for 2017-2018.
- 3. The move of Estabrook middle school students has been delayed until 2018-19. Both Ypsilanti Community Middle School and Estabrook Middle School students will move to East Middle School in 2018-19

Below is the tentative plan, including projected, timelines, that will move the process forward.





# Summer of 2017

Task	Timeline	Who is responsible?
Preliminary Walkthrough (West, East, YCMS)	Summer 2017	Cabinet Building Administrators
Renovate Science Labs at West  Science lab infrastructure needs to be built at West-internal structure- gas lines, water lines, hoods, etc.  Prepare West Middle School for alternative wing for grades 6-8	Summer 2017	Steve Burgess
Plan and schedule fun activities that bring YCMS and Estabrook students and families together (one per quarter); some possibilities:  Basketball Team- combined spirit week activities, pep assemblies  Combined moving up day  Quarter 4 Honors Assembly  Consider Pen pals- class to class; subject to subject  Combined induction to Junior Honors Society  PTO	August 2017	Building Administrators Middle School Teacher and Parent Groups
Detail instructional model, including  Creating the vision for STEM and AC-Tech  Deliberate connection to YCHS- backwards design  SLC Specific Themes, Initiatives, Units, Extracurioulars, Field Trips	August 2017	OSA  Building Administrators  Middle School Teacher and Parent Groups



# Fall 2017

Task	Timeline	Who is responsible?
<ul> <li>Confirm Facility Use Plan for East MS</li> <li>Capacity of 810 Maximum or 675 according to State of Michigan Benchmark Standards</li> <li>RAHS Clinic should once again occupy the space it had formerly occupied</li> <li>We have extra classroom space outside of grade level houses for Bright Futures.</li> </ul>	September 2017	Steve Burgess
Faculty Presentations: YCMS and Estabrook MS	September 2017	Building Administrators OSA
Family and Community Presentations: YCMS, WIMA and Estabrook MS    Estabrook    Digital promise  Support services such as interventions  Athletic programs  STEMM programming  AC-Tech (Art Train Grant) programing  Common planning for teachers  Grizzly Support Center  Full time truancy support  SRO  YCMS  Parent meeting at YCMS focused on how does	Open House September 2017	Building Administrators OSA



0 0	YCMS benefit from this move Design of building and impact on behavior HVAC Financial woes relating to building		Opposite the second sec
Website Anno	puncement	September 2017	Yen Azzaro
<ul><li>Curre</li><li>Projec</li><li>It is expended</li><li>Middle</li></ul>	Ilment Projections  nt enrollment YCMS = 433 Estabrook MS (6,7,8)= 157 Total = 490  Ited Enrollment 6th grade - 203 7th grade - 172 8th grade - 211 Total = 586  pected that 100 students may be enrolled in the School Alternative Program, leaving 486 Its expected to be enrolled at East Middle Expected Enrollment at Alternative Middle School= 100 Expected Enrollment at East Middle School = 486	October 2017	Laura Frey-Greathouse
Conduct site vimodel  Define directio  Goals	isits to explore variations on the middle school n of each Outcomes for students LC Specific Themes, Initiatives, Units, Extracurriculars, Field Trips		Building Administrators  Middle School Teacher and Parent Group  OSA
whether YCMS assigned) or w maintained)  Cooperate with	ate Department of Education to determine S is closed (meaning a new entity code is rhether it is moved (same entity code  In the State (Norm) to adjust the Title budgets ges in student population		Laura Frey-Greathouse Ben Murphy-Smith



Board Update	November 2017	Dr. Edmondson OSA
Continue Curriculum Planning and Work	On-going	OSA Building Administrators Teacher Teams

# Spring of 2018

	453	1
Task	Timeline	Who is responsible?
Contact Estabrook parents to confirm their transition to East Middle School.  Identify students who will be placed in the Alternative Middle School Program.	May 2018	OSA Building Administrators
Teacher packing materials are received the first week of May	May 2018	OSA Bob Oliver Steve Burgess
Staff Assignments	May 2018	Building Administrator
Room Assignments	May 2018	Building Administrator
<ul> <li>Teacher submits moving request form which downloads into a spreadsheet with all needed information</li> <li>WIMA packs up the first day of summer break</li> <li>YCMS packs up the first day of summer break</li> <li>Estabrook packs up the first day of summer break</li> </ul>	May 2018	Bob Oliver Steve Burgess Steve Burgess
NIOUN	Early July	Steve Burgess



<ul> <li>Teacher Move-Ins Begin</li> <li>Moving would begins in July</li> <li>UM will need to move RAHS Clinic</li> <li>EMU moves the Bright Futures program</li> <li>Move or install new signage at West</li> <li>East; Move or install new YCMS signage</li> </ul>	2018 July 2018	Yen Azzarro
Needed  Movers  Boxes  Working moving truck (\$2,000 to fix overhead door.)  Dumpsters  Shredders  Custodial support for cleaning and packing  Clerical support for processing records still in the Willow Run Admin area	May - June 2018	Steve Burgess Bob Oliver Laura
Continue Curriculum Planning and Work	On-going	OSA  Building Administrators  Teacher Teams
Student Support Services- Identify and plan for the program needs of students with IEPs, 504 Plans, and identified as ELs	May 2018	Office of Student Support Services EL Coordinator
Food Service- Food Service will need to modify service number submissions to reflect changes in numbers and address	May 2018	Victoria Davis
Community Partners- RAHS Clinic and Bright Futures program need to be re-established at East	May 2018	Lynn Malinoff Angie Spence Building Administrators

# Summer 2018



	7	
Task	Timeline	Who is responsible?
Facilities Considerations		
<ul> <li>Moving Furniture from one building to another should be avoided at all cost - this would be a huge mistake. Each building (East, West, and YCMS are now fully furnished with the exception of some furniture that was moved to Estabrook.) West should be returned to its original furnishings. All furniture in these buildings belongs to YCS.</li> </ul>		Steve Burgess Bob Oliver
Teacher moves from YCMS to East will take 2 weeks	Summer 2018	Steve Burgess Bob Oliver
<ul> <li>Cleaning, floor work, and painting will begin at East the day school lets out for summer recess. Several teams of workers will converge on the building to get it ready for students in the fall within a two week window of time.</li> </ul>	2010	Bob Oliver
Technology Timeline	June 2018	Karen Domino
<ul> <li>East moves to West (Summer)</li> <li>West is already wired for YCS (Routing Spring)</li> <li>Keep infrastructure as is at East and West</li> <li>YCMS moves to East</li> </ul>	2016	
Final Walkthrough (West, East, YCMS)	July 2018	Building Administrators
		Cabinet
Celebration Event and Tours of East Middle School	August 2018	OSA Building Administrators



# **Staffing**

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				No. of the contract of the con
Position	Current Middle YCMS	Current Estabrook MS	Alternative Middle School (approximately 100 students)	East Middle School (approximately 486 students)
Administrators	1 principal 1 assistant Principal	1 principal for 2-8		
General Education Staff	18 core content teachers 5 unified arts 2 Title 1/ 31A	5 core content teachers unified arts .5 Title 1/ 31A		
Special Education Staff	4 Teacher Consultants 3 Self Contained	2 Teacher Consultant 1 Resource Room 1 Self Contained		
Counselors	1 counselor 1 restorative practices coach	.5 counselor, .5 restorative practices coach for 2-8		
Social Workers	2 special education 1 31a	1 special education for 2-8, 1 31a for 2-8		
Support Staff	1 speech 1 ot/pt			
SLC Leaders	3 SLC Leaders			

<sup>\*</sup>contingent on caseload





# **Program Considerations**

# **Small Learning Communities**

- Small Learning Communities Safe Exploration of Interests
  - Goals of SLCs
    - To build strong communities within YCMS
    - To increase the chances of students knowing each other better, teachers knowing our students better
    - To increase the chances of students being able to access specific services and curriculum at a quicker rate
  - Grade level configuration- Grade Level Houses
    - Block scheduling
    - Single subject assignments
    - Single grade assignments
    - Common planning
- Build connection with high school programs
  - Leadership and Influence
    - SLC leader- for secondary, not just high school program (Varsity and JV analogy)
      - STEMM MS and HS collaboration- Can robotics team work with MS teachers
      - Humanities collaboration/ Social Justice connection to AC-Tech
  - Parallel programming and extracurriculars
    - National Honors Society and Junior Honors Society
    - Student Council
- Justification for the shift to from cross grade to single grade houses
  - Safe and comfortable place to try things on
    - STEMM experience (7th grade)
    - AC-Tech (8th grade)
    - Electives providing a continuum of skills
      - Previously electives were mixed grade experiences without opportunity to build skills levels across grades



- elective/co-curricular programming possible only when grade level SLCs are in place
- More efficient planning and instruction for teachers
- New program is harder to learn
- Expertise of teachers increases when they can focus on teaching a single grade level or content area
- "Olders" have not provided appropriate role models
  - Intimidating for sixth graders to eat lunch, share electives and bathrooms with eighth graders
  - "Youngers" molding themselves after "olders"
- Building Relationships
  - Students having the same teachers for three years works well if student teacher match is strong; when not, a fresh start at the beginning of the next year is important
  - Faculty turn-over interrupts SLC continuity from when it was originally planned

# Culture-building Professional Development and Support

- Deliberately continue work with
  - Conscious Discipline Work
  - Restorative Practices work
  - o School Discipline Code
  - MCACA grants to support curriculum in AC-Tech

### YPSILANTI COMMUNITY SCHOOLS

Administration Building, Professional Development Room \* 1885 Packard Rd.; Ypsilanti, MI 48197

### MINUTES OF THE BOARD OF EDUCATION

**ORGANIZATIONAL/REGULAR MEETING** (Meeting #2 of 2)

Monday, January 23, 2017

The meeting was called to order by President Sharon Irvine at approximately 6:45 p.m. The Pledge of Allegiance was recited, led by Ypsilanti Community High School (YCHS) - AC Tech students, AC Tech SLC Leader Scott Kelley, and YCHS Interim Principal Cory Gildersleeve.

## MEMBERS OF THE BOARD OF EDUCATION PRESENT

Treasurer Meredith Schindler, Trustee Maria Sheler-Edwards, Secretary Sharon Lee, President Sharon Irvine, Vice-President Dr. Celeste Hawkins, Trustee Ellen Champagne, Trustee Brenda Meadows

### MEMBERS OF THE BOARD OF EDUCATION ABSENT: None

### ACHIEVEMENTS, AWARDS AND RECOGNITION

YCHS - AC Tech Points of Pride included: 1) African American Mural Project, 2) Freshman Academy; 3) RCTC Pimp My Ride; 4) Eagles Nest Program; 5) Band/Choir Holiday Concert; 6) Ypsi Glow, and; 7) The Silent Peace March & Student Art Exhibit.

Superintendent Edmondson shared news that Holmes Elementary has been removed from the Michigan Department of Education (MDE) Priority School list. WIMA has been named a MDE Reward School.

# BOARD MEMBER OATH OF OFFICE

Superintendent Dr. Benjamin P. Edmondson administered the Oath of Office to re-elected Board Members Sharon Lee and Meredith Schindler.

# SCHOOL BOARD RECOGNITION MONTH: January 2017

Superintendent Edmondson recognized the School Board for their dedication and service. He presented President Sharon Irvine with a recognition award, thanking her for her service as Board President.

**ACCEPTANCE OF AGENDA:** Accepted as Amended: 1) Removed from Agenda: "Student Discipline, #201617.0123.03, Item #VII/C".

Motion by Schindler, supported by Champagne Action Recorded: 7/Yes; 0/No

### PUBLIC COMMENTS #1:

Cheryl Plouffe, resident, commented on Small Learning Communities.

## **ORGANIZATION: ELECTION OF BOARD OFFICERS**

### President

THAT nominations be opened for the office of President of the Ypsilanti Community Schools Board of Education for 2017.

Meredith Schindler nominated Sharon Lee for President

Sharon Irvine nominated Maria Sheler-Edwards for President

Motion by Schindler, supported by Lee Nominations Closed

THAT the following people have been nominated for the office of President of the Ypsilanti Community Schools Board of Education for 2017:

<u>Sharon Lee</u> (motion by Schindler; supported by Champagne) <u>Maria Sheler-Edwards</u> (motion by Irvine; supported by Hawkins)

THAT Sharon Lee be elected President of the Ypsilanti Community Schools Board of Education for 2017 (motion by Irvine; supported by Hawkins).

Roll Call Vote: 5/2 in Favor of Sharon Lee

In Favor of Sharon Lee: Schindler, Lee, Champagne, Meadows, Hawkins

In Favor of Maria Sheler-Edwards: Sheler-Edwards, Irvine

President's gavel moved from former President Sharon Irvine's chair to newly-elected President Sharon Lee. President Lee now begins chairing the meeting.

### Vice-President

THAT nominations be opened for the office of Vice-President of the Ypsilanti Community Schools Board of Education for 2017.

Sharon Lee nominated Celeste Hawkins for Vice-President

Motion by Lee, supported by Sheler-Edwards
Nominations Closed

THAT Dr. Celeste Hawkins be elected Vice-President of the Ypsilanti Community Schools Board of Education for 2017.

Roll Call Vote: 6/1 in Favor of Dr. Celeste Hawkins

Yes: Irvine, Hawkins, Meadows, Schindler, Sheler-Edwards, Lee

### **Treasurer**

THAT nominations be opened for the office of Treasurer of the Ypsilanti Community Schools Board of Education for 2017.

Ellen Champagne nominated Meredith Schindler for Treasurer

Motion by Champagne, supported by Lee Nominations Closed

THAT Meredith Schindler be elected Treasurer of the Ypsilanti Community Schools Board of Education for 2017.

Roll Call Vote: 7/0 in Favor of Meredith Schindler

Yes: Meadows, Schindler, Sheler-Edwards, Lee, Irvine, Hawkins, Champagne

### Secretary

THAT nominations be opened for the office of Secretary of the Ypsilanti Community Schools Board of Education for 2017.

Sharon Irvine nominated Ellen Champagne for Secretary

Motion by Irvine, supported by Schindler Nominations Closed

THAT Ellen Champagne be elected Secretary of the Ypsilanti Community Schools Board of Education for 2017.

Roll Call Vote: 6/1 in Favor of Ellen Champagne

Yes: Schindler, Sheler-Edwards, Lee, Irvine, Champagne, Meadows

### **ORGANIZATION: APPOINTMENTS**

THAT the following appointments as Board representatives be approved for 2017:

Parliamentarian: Brenda Meadows

Head Start Policy Committee: Ellen Champagne

Legislative Relations Network (LRN): Brenda Meadows

Washtenaw Association of School Boards (WASB): Sharon Irvine

Ypsilanti Promise Board Representative: Maria Sheler-Edwards

YCS Foundation Board Representative: Maria Sheler-Edwards

Michigan Association of School Boards (MASB) Convention Delegate & Alternate:

Delegate: Brenda Meadows; Alternate: Sharon Lee

Coordinated School Health Team Committee: Meredith Schindler

Sex Education Advisory Board: Meredith Schindler & Sharon Lee

The following subcommittees may include 1-3 members:

Policy Subcommittee: Sharon Irvine & Maria Sheler-Edwards

Financial and Operational Planning Subcommittee: Meredith Schindler, Ellen Champagne & Sharon Irvine

Strategic and Educational Performance (DTN) Subcommittee: Dr. Celeste Hawkins & Maria Sheler-Edwards

Community Relations Subcommittee: Sharon Lee & Meredith Schindler

School Culture and Discipline Subcommittee: Dr. Celeste Hawkins & Brenda Meadows Expulsion Review Subcommittee: Removed from Agenda, will be Ad Hoc Committee

Motion by Schindler, supported by Irvine

Action Recorded: 7/Yes; 0/No

### **ACTION ITEMS**

### Consent Agenda

THAT the Board of Education approve the following: January 9, 2017 regular meeting minutes; 2) January 9, 2017 closed session meeting minutes; 3) January 11, 2017 special meeting minutes, and; 4) the personnel matters as per the attached listed dated January 18, 2017: New Hires, Transfers & Resignations.

Motion by Hawkins, supported by Schindler

Action Recorded: 7/Yes; 0/No

# Student Discipline, #201617.0123.02

NEW MOTION: THAT the Board of Education adopt the Student Discipline resolution regarding Student #201617.0123.02.

Motion by Irvine, supported by Schindler

Roll Call Vote: 7/0 Yes

Yes: Irvine, Hawkins, Champagne, Meadows, Schindler, Sheler-Edwards, Lee

### Student Discipline, #201617.0123.03: Item Removed from Agenda

Topics Included: Expulsion Review Subcommittee did not recommend expulsion.

### **Appointment of District Compliance Officers**

THAT the Board of Education designates the following individuals to serve as the District's 504 Compliance Officers/ADA Coordinators, hereinafter referred to as the District Compliance Officers (in accordance with Policy #2260.01 & 4123):

Jack Bauman and	E. Ruth Jordan
Director of Human Resources	Interim Director of Student Support Services
734-221-1210	734-221-1952
1885 Packard Rd.	1555 W. Cross St.
Ypsilanti, MI 48197	Ypsilanti, MI 48197

Motion by Schindler, supported by Champagne

Action Recorded: 7/Yes; 0/No

# Review and Approval, Business Items

## 1. Authorization for Use of Facsimile Signature

THAT the Board of Education authorize the Director of Business Services to file the necessary forms with the appropriately designated banks to use the facsimile signature of the School District Treasurer and/or Superintendent on check draws on the General Fund, Food Service Fund, Debt Retirement Fund, the Payroll Account, Student Activities Fund and Trust Fund.

Motion by Irvine, supported by Meadows

Action Recorded: 7/Yes; 0/No

## 2. Authorization to Execute Contracts and Sign Documents on Behalf of the District

THAT the Board of Education designates, and limits thereto, the following administrators to sign contracts and other documents on behalf of the District: Superintendent (or designee) and Director of Business Services.

Motion by Meadows, supported by Champagne

Action Recorded: 7/Yes; 0/No

# 3. Authorization of Bank Account Signatories

THAT the Board of Education approve the Board President, Superintendent, Board Treasurer and Director of Business Services as official signatories of bank accounts for the District.

Motion by Hawkins, supported by Meadows

Action Recorded: 7/Yes; 0/No

### 4. Designation of Depository for School District Funds

THAT the Board of Education utilize the following financial institutions as depositories for the following funds:

Normal Operations Deposits and Withdrawals

Michigan Liquid Asset Fund Plus (MILAF+)

Bank of Ann Arbor

FirstMerit Bank

<u>Fifth Third Bank</u>

Bonded Indebtedness Paying Agents

Bank of New York

**Huntington National Bank** 

U.S. Bank

Motion by Sheler-Edwards, supported by Meadows Action Recorded: 7/Yes; 0/No

## 5. <u>Designation of Electronic Transfer Officer (ETO)</u>

THAT the Board Treasurer or Director of Business Services be appointed as Electronic Transfer Officer (ETO) in accordance with Policy #6144.

Motion by Irvine, supported by Champagne Action Recorded: 7/Yes; 0/No

6. <u>Designation of Audit Form:</u> To Be Determined At A Later Date (Rehmann Robson provided services last year).

## 7. Designation of Legal Counsel

THAT the Board of Education authorize the following law firms for 2017:

Clark Hill PLC

Dykema Gossett PLLC

Thrun Law Firm, PC (retainer)

Motion by Schindler, supported by Champagne Action Recorded: 7/Yes; 0/No

## 8. Designation of Meeting Posting Responsibilities

THAT the Superintendent, or designee, will designate an appropriate, available person to post notices of public meetings.

Motion by Sheler-Edwards, supported by Schindler Action Recorded: 7/Yes; 0/No

## **PUBLIC COMMENTS #2:** None

### **BOARD/SUPERINTENDENT COMMENTS**

- Sheler-Edwards offered congratulations to new Board President Sharon Lee. She shared her recent attendance at a seminar of Plante Moran audit firm in Livonia.
- Meadows commented on EMU's 2017 President's Luncheon, celebrating the life of Dr. Martin Luther King Jr.
- Schindler attended an YCHS MLK student peace march on MLK Day. Comments on the City of Ypsilanti, and a possibility of becoming a Sanctuary City.
- Champagne thanked Irvine for her service as YCS Board President.
- Irvine echoed and appreciates the comments of others. She commented on the award she received from Edmondson and YCS.
- Meadows thanked previous Board officers for their service. She looks forward to future work.
- Edmondson commented on the Washtenaw Association of School Boards retreat on January 28th: Equity and Opportunity Advancing Public Education in Washtenaw County. This is a county-wide initiative. He thanked the Board for the accomplishments during his 18-month tenure. He books forward to continuing to move forward. He thanked all for their support.
- Schindler thanked Edmondson for his service, and also thanked the YCHS Black Student Union for the recognition of the Board.
- Hawkins recognized EMU for the luncheon tickets, in celebration of Dr. Martin Luther King Jr. Comments on the education equity summit this Saturday. She shared EMU students participated in a "sit in at the Student Center" in response to racist graffiti. There were a number of sanctions, with possible discipline charges. EMU faculty have been contacted to support the students.
- Meadows commented flyers for support were distributed at the EMU MLK luncheon.

- Hawkins thanked the Board for their support in her continued term as Board Vice-President, looking forward to a productive year. She thanked Edmondson for the kind words.
- Sheler-Edwards shared she would not be in attendance at the February 6th Board meeting.

Meeting Adjourned: 7:59 p.m.

Respectfully Submitted,

Ellen Champagne, Secretary Board of Education Ypsilanti Community Schools

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# Board of Education

Name	Pay Rate	Location	Position	New Position or
				Replacement
New Hire				
Creech, Angela	\$37,750.00	Erickson	3rd Grade Teacher	New Position
Davis, Antionett	10.00/hr	High School	Food Service Server	Replacement
Davis, Kimberly	\$12.10/hr	Holmes	Paraprofessional	Replacement
Lance, Marie	\$12.50/hr	High School	Secretary	Replacement
Resignations				
Brooks, Amy	\$36,000.00	Perry	Teacher	
Jackson, Tammey	\$64,692.00	High School	Counselor	
Potts-Alexander, Rhonda	\$64,692.00	Holmes	Spec Ed Teacher	
		Prepared by: L. Nowling, Human Resources		
			2/3/2017	