



## MINUTES: SPECIAL MEETING/STUDY SESSION OF THE BOARD OF EDUCATION

Monday, September 23, 2019 (*Meeting #1 of 2*)

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The **Special Meeting** of the Ypsilanti Community Schools Board of Education was called to order by President Dr. Celeste Hawkins at approximately 5:30 p.m.

### **MEMBERS OF THE BOARD OF EDUCATION PRESENT**

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

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

### **ACCEPTANCE OF AGENDA:** Accepted as Presented

Motion by Lee, supported by Ream Gainsley

Motion Carries (Action Recorded: 7/Yes; 0/No)

### **PUBLIC COMMENTS**

*Debra Stevens* commented on a shortage of paraeducators.

### **TALENT MANAGEMENT: CLASS SIZING/STAFFING & ENROLLMENT**

Superintendent Alena Zachery-Ross and Assistant Superintendent Carlos Lopez presented on student enrollment, including a comparison of 2019 student numbers with 2018. Discussion on student numbers per building and enrollment changes. Final count will be confirmed after Count Day, which will likely be in November. At this time, numbers are preliminary. Lopez spoke on English Language learners by school.

Sheler-Edwards requests a 5-year comparison of student enrollment numbers. Conversation on building capacities. At a recent Washtenaw superintendents' meeting, it was shared that schools across the County are short paraeducators; the entire County. There have also been special education director meetings addressing this.

Transportation continues to stabilize, but there are still some transportation and technology issues that are a challenge. Right now, no additional buses are needed - but we are still looking to recruit bus drivers.

**Staffing:** Zachery-Ross and Director of Human Resources Sue McCarty presented. Interviews continue for vacancies. We have vacancies for 13 paraeducators. Human Resources is reaching out, trying to recruit staff. Strategies include: 1) reaching out to colleges; 2) distributing flyers; 3) Marquan Jackson sharing information at meetings; 4) reaching out to parents, and, 5) reaching out to Grand Valley State University and their "SEED program". An explanation for a shortage of paraeducators could be that we have hired 30 bus monitors, who could have potentially been paraeducators. Dialogue on paraeducator v. bus driver v. custodial wages. The Collective Bargaining Agreement must be considered; we can not "individually bargain". Board request for a paraeducator wage comparison of surrounding districts.

Conversation about opportunity to raise wages for support group staff, with paraeducators having an opportunity for a wage reopener. This happens after Count Day. This would impact all staff in the support staff union (ie, food service, clerical, drivers, associate teachers, custodial and maintenance/grounds); they are all seated at the table for bargaining. Board request for a copy of the custodial pay scale. McCarty shared paraeducators are getting more hours; this year they attend professional development sessions.

Some reasons for the current vacancies include during the first days of school, a surrounding District had 58 openings. That District has a good fund equity, but they still have large numbers of openings. Many students have IEPs that require a paraeducator.

Zachery-Ross spoke on partnerships with Eastern Michigan University (EMU). One program includes EMU offering students who can be paraeducators. There is need in Washtenaw County, and not just YCS. Another EMU training program was presented at the recent Washtenaw Superintendents' Association. The intent of the program is to increase the number of special education teachers by growing our own. Paraeducators who wish to get a special education teaching degree could do this tuition free. This plan rolls out this year. The State of Michigan gave an approval because they acknowledge the need. At the state superintendents' conference, there was discussion on the shortage of special education paraeducators.

Sue McCarty is working with Washtenaw Community College and intermediate school districts to obtain approvals to hire paraeducators. Board suggestion to look at staff at a neighboring district and charter school staff. Other ideas for potential hires were: 1) grandparents; 2) shared positions, and; 3) recent graduates.

**Current Average Class Sizes:** Zachery-Ross shared average classes are low at this time. Buildings are reviewing their student numbers. This morning at a Legislative School update, the School Finance Research Collaborative talked about reducing class sizes to 15 in grades K-3.

**Transportation:** We are down to one National Bus employee, Justin, who is assisting us full time. Previously there were three National Bus employees. The last day they were onsite at YCS was September 27<sup>th</sup>.

Dialogue on the successes and the challenges of Transportation, and the impact to instruction. We continue to experience routing challenges and mechanical issues, for example - electrical issues. We thank our parents; they have been working with us. Thanks to building staff and their support. Both drivers and monitors have been flexible. Drivers get their keys and they get an updated route sheet because routes are consistently changing. We continue to give support.

New buses/new image. We ordered 30 new buses; seven of those serve special needs students in Ann Arbor, Milan and Dexter. There are drivers who have taken the test. Currently, we have 5 "in the hopper" who have gone through training and are now waiting for State approval of a CDL.

#### **BOARD SUBCOMMITTEE REPORTS**

- Lee will attend a Head Start meeting on October 10th.
- Gainsley spoke of the Operations/Finance sub-committee, which recently had a presentation from Scott Heister on ideas for a potential STEMM school. The sub-committee will be coming back to him, and, plans are to ask him to present to the full Board.

**OTHER:** None

**BOARD/SUPERINTENDENT COMMENTS:** None

*Meeting Adjourned: 6:27 p.m.*

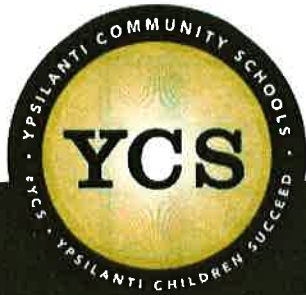
*Attachment: YCS Student Enrollment, Staffing & Transportation*

*Minutes Prepared by: Paula Gutzman*

Date Approved: October 22, 2019



Dr. Celeste Hawkins, President  
Board of Education  
Ypsilanti Community Schools



# YCS Student Enrollment, Staffing, & Transportation

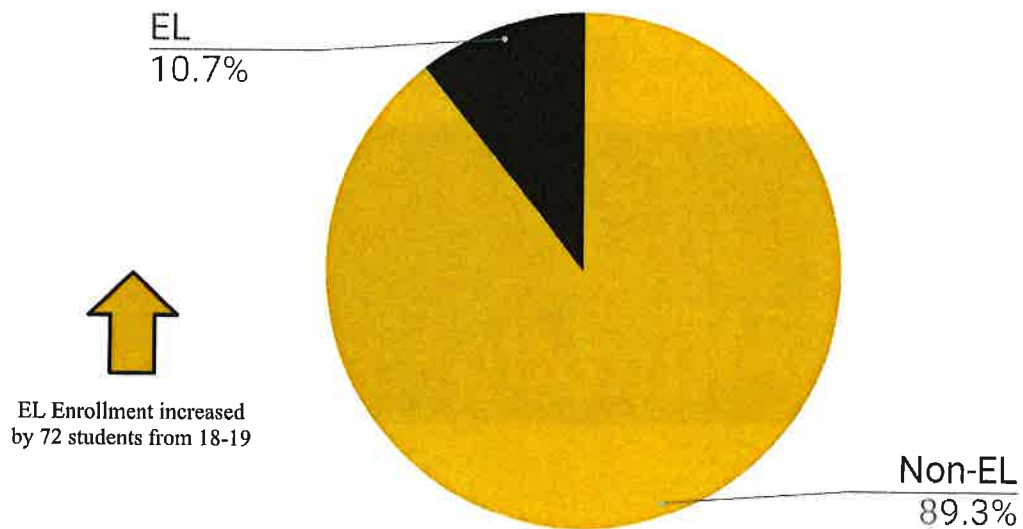
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# Student Enrollment

September 2019

School	2018	2019	Enrollment Changes
Beatty*	127	127	0
Ford *	339	318	-21 ↓
HOLMES	257	246	-11 ↓
YIES	341	397	56 ↑
Erickson	328	321	-7 ↓
Estabrook	260	231	-29 ↓
Perry *	426	464	38 ↑
WIMA	179	185	6 ↑
YCMS	492	506	14 ↑
YCHS	741	713	-28 ↓
ACCE	155	167	12 ↑
<b>Total</b>	<b>3,645</b>	<b>3,675</b>	<b>30 ↑</b>

## YCS English Learners



## English Learner By Building

Ford	14
Perry	62
Erickson	26
Estabrook	60
Holmes	14
YCMS	51
ACTech	89
STEMM	7
WIMA	4

## \*\* Enrollment Changes \*\*

*Reminder: Fall Count Day is October 2, 2019*

- **\*Note:** Beatty, Perry, & Ford Enrollment includes Headstart and GSRP count
- **YCMS:** numbers last year included ACCE Middle School.
- **YCHS:** Middle Cities predicted decline in High School enrollment
- **Beatty:** Enrollment is controlled by number of allocations each year.
- **YIES:** Kindergarten has a waiting list, even though an additional Kindergarten class was added this year.
- **Estabrook:** Special Education & EL programs were redistributed through the district this year.

# Staffing Needs

September 2019

School	Vacancies
Beatty	2 Lead Preschool Teachers
Ford	Preschool Associate Kindergarten Teacher
Holmes	Fully Staffed
YIES	Fully Staffed
Erickson	Fully Staffed
Estabrook	2nd Grade Teacher
Perry	2 Lead Preschool Teachers 2 Associate Teachers 1 Early Childhood Special Education 1 Social Worker
YCMS	Read 180 Teacher Health Teacher
YCHS	Math Teacher Science (2)
ACCE	Fully Staffed
Paraprofessionals are needed in most buildings.	

# Transportation

September 2019

## Transportation

### Successes

- New Director (Sept. 30)
- New Busses
- New Image
- Parental Flexibility
- Proactive Staff
- Driver Flexibility
- Quality Staff

### Challenges

- Inconsistencies in daily pick up & drop off of students
- Late drop off
- Coordination of special needs students
- Preschool routes need tweaking