

REGULAR MEETING (Monday, May 6, 2024)**Members present**

Dr Celeste Hawkins, Gillian Ream Gainsley, Sharon Lee, Meredith Schindler, Yvonne Fields, Maria Goodrich, Jeanice Townsend

Meeting called to order at 6:31 PM

1. CALL TO ORDER & ROLL CALL OF BOARD MEMBERS PRESENT: Dr. Celeste Hawkins, Board President

Action: A. Roll Call of Board of Education Members

2. PLEDGE OF ALLEGIANCE: Dr. Celeste Hawkins, Board President

3. ACCEPTANCE OF AGENDA

Action: A. Acceptance of Agenda

... MOVE THAT the Board of Education accept the agenda, as presented.

Motion by Sharon Lee, second by Meredith Schindler.

Final Resolution: Motion Carries

Aye: Dr Celeste Hawkins, Gillian Ream Gainsley, Sharon Lee, Meredith Schindler, Yvonne Fields, Maria Goodrich, Jeanice Townsend

4. ACHIEVEMENTS, AWARDS & RECOGNITION

Recognition: A. Ypsilanti Community High School Points of Pride

The YCS Board of Education is excited to share wonderful things that are happening in our schools by reading our school's points of pride. Today's school is Ypsilanti Community High School.

Click [here](#) to view the points of pride.

Dr. Harris-Hugan, principal of YCHS, presented. Her team was also in attendance, Raymond Alvarado, Jeff Hugan, Bill Burnette, Dan Schunck, Chef Aaron Gaertner, and Connor LaPorte.

Trustee Townsend: What updates do you have for the D3C3 program?

Mr. Hugan: We are getting the information out, engaging students, and getting them enrolled.

Vice President Lee: Do you have any special ed students in CTE and how do you accommodate this?

Chef Gaertner: We have a number of different ways to explain things so we can accommodate students at different skill levels. We are bringing everyone under the same umbrella. We have students with IEPs and 504 plans in competitions.

Action: B. Adoption of the Resolution for Staff Appreciation 2024

School Principal Day: May 1, 2024

Teacher/Staff Appreciation Week: May 6 - 10, 2024

School Lunch Hero Day: May 3, 2024

School Nurse Day: May 8, 2024

School Principal Day is May 1, 2024. Teacher/Staff Appreciation Week is May 6 - 10, 2024. School Lunch Hero Day is May 3, 2024. School Nurse Day is May 8, 2024. It is a time to honor principals/teachers/staff/school lunch heroes/school nurses, recognizing the contributions they make.

The success of our children and community is significantly influenced by exemplary Ypsilanti Community Schools staff who dedicate their talents of heart and mind to help ensure that our public schools and our young people excel. The knowledge, support, and skills YCS staff provide children will positively impact generations for years to come.

YCS principals/teachers/staff/school lunch heroes/school nurses are extraordinary. They inspire children daily. We express our sincere gratitude for those who enthusiastically dedicate themselves to our schools and children. We encourage the community to join in honoring principals/teachers/staff/school lunch heroes/school nurses for their impact on our children and our learning community.

Click [here](#) to view the resolution.

... MOVE THAT the Board of Education adopt the Resolution of Recognition proclaiming May 1, 2024 to be School Principal Day, May 6-10, 2024 to be Teacher/Staff Appreciation Week, May 3, 2024 to be School Lunch Hero Day, and May 8, 2024 to be School Nurse Day.

Motion by Sharon Lee, second by Jeanice Townsend.

Final Resolution: Motion Carries

Aye: Dr Celeste Hawkins, Gillian Ream Gainsley, Sharon Lee, Meredith Schindler, Yvonne Fields, Maria Goodrich, Jeanice Townsend

5. ACTION ITEMS: Student Affairs

Action, Procedural: A. Acceptance of Field Trip Request: YCHS, May 16, 2024 (Cedar Point, OH)

Seeking board approval for a 12th-grade YCHS field trip to Cedar Point on May 13, 2024.

Click [here](#) to view the field trip request.

... MOVE THAT the Board of Education approve the field trip for YCHS to Cedar Point on May 13, 2024.

Motion by Yvonne Fields, second by Gillian Ream Gainsley.

Final Resolution: Motion Carries

Aye: Dr Celeste Hawkins, Gillian Ream Gainsley, Sharon Lee, Meredith Schindler, Yvonne Fields, Maria Goodrich, Jeanice Townsend

Action, Procedural: B. Acceptance of Field Trip Request: YCHS/ACCE/YCMS, June 28 - July 5, 2024 (Accra, Ghana, Africa) Seeking board approval for a YCHS/ACCE/YCMS field trip to Accra, Ghana, Africa from June 28 to July 5, 2024.

Click [here](#) to view the field trip request.

Click [here](#) to view the potential itinerary.

Click [here](#) to view the expenses.

Click [here](#) to view the PowerPoint.

Click [here](#) to view the past collages.

Trustee Gainsley: Can anyone speak about the field trip?

Dr. Harris-Hugan: It is an opportunity for our students to go where some of their heritage and civilization started. It's a chance to see slave castles, an ancestral graveyard, etc.

Dr. Zachery-Ross: Paul Billings, the person who I started this with in 2017, is on the phone. The students that went had their lives transformed.

Paul Billings (village chief): It's an educational journey. We spend most of the time in the city but they do get to go to the village and interact with the kids there. We have students from Muskegon Heights Public Schools, Muskegon Public Schools, Orange County Public Schools, West Michigan Christian, Wana Shores, two judges and a county clerk from Muskegon County, and a couple dignitaries from Atlanta.

Trustee Fields: How were the students selected?

Dr. Harris-Hugan: We identified the students by who they are as learners, and interviewed them. Then we narrowed it down because some of the students have jobs, others can't go when it is planned because of internships, etc. to get it to three or four students per school. One of the goals is to bring students who will come back and create interest for other students to go in upcoming years.

Dr. Zachery-Ross: Next year the students will have to do the fundraising, so we will have to start early. This group will come back and teach the next group, preparing them. The students share about their experiences.

... MOVE THAT the Board of Education approve the field trip for YCHS/ACCE/YCMS to Accra, Ghana, Africa from June 28 to July 5, 2024.

Motion by Sharon Lee, second by Meredith Schindler.

Final Resolution: Motion Carries

Aye: Dr Celeste Hawkins, Gillian Ream Gainsley, Sharon Lee, Meredith Schindler, Yvonne Fields, Maria Goodrich, Jeanice Townsend

6. PRESENTATIONS

Presentation: A. FTE Staffing Projection and Talent Management Report - Sue McCarty

YCS Human Resources Director, Sue McCarty, will give a report on staffing projections.

Click [here](#) to view the presentation.

Trustee Townsend: Some of the schools have a behavioral position. Is that separate from the 180 Program?

Ms. McCarty: Separate.

Trustee Townsend: What is the title of that position?

Ms. McCarty: Behavioral Specialist.

Trustee Townsend: Only two schools have ASD support. So if a child needs that support, they have those two options?

Ms. McCarty: We consolidated.

Dr. Zachery-Ross: Each year we figure out where to house our special ed so they are along side our general ed.

Trustee Townsend: Are these additional staff needs in addition to what we already need.

Ms. McCarty: Yes.

Trustee Gainsley: Spanish immersion is at Estabrook but I thought it was going to be at Holmes. So is Spanish immersion Ford and Estabrook?

Ms. McCarty: Yes.

Dr. Zachery-Ross: Holmes is a partnership school so we didn't want to add too much pressure.

Trustee Gainsley: And they are getting STEAM. There is an IB coordinator at the middle and high school. Will the IB classes be taught by the teachers at are already teaching the other classes? I wondered how the program will impact our FTEs.

Dr. Zachery-Ross: Some of the programs are whole school where others are programs at the secondary level. At Ford and Holmes, they are going to be school-wide with Project Lead the Way.

Trustee Townsend: I feel the FTE number was higher three years ago. Could you please see the report for the past 3 to 5 years and also the total FTEs that would be needed if the principals got everyone that they wanted.

Ms. McCarty: Of course.

Presentation: B. Hiring International Teachers Presentation

Jason Hammond Garcia and the team from International Alliance Group will be presenting on hiring international teachers.

Click [here](#) to view the presentation.

Click [here](#) to view the generic IAG presentation.

Click [here](#) to view the agreement.

Trustee Schindler: Does the union have a stance on this?

Ms. McCarty: They don't like working short-staffed. As long as we don't hire them over someone else, we have not had any issues.

Dr. Zachery-Ross: We have to pay EduStaff a percentage, 18%. So we are paying a sub who is not going to be long-term and we want to get someone who we can keep long-term. They are not here longer than 3 to 5 years so they aren't here to replace your union person's job.

Mr. Hammond Garcia: They are your employees.

Trustee Goodrich: So they are covered by collective bargaining but what we are talking about here is more the EduStaff model where they are outside the collective bargaining agreement and getting their insurance and other benefits from IAG?

Mr. Hammond Garcia: The teachers are covered by the collective bargaining agreement. They are contracted employees. They are not our employees. We are just sponsoring them and supporting the district. They are your employees.

Trustee Goodrich: It's good that this is being driven by our educators. How does credentialing work?

Mr. Hammond Garcia: They are tested during the vetting and hiring process.

Trustee Fields: What confines are the teachers under?

Mr. Hammond Garcia: They are your employees. They are subject to the same placement formulas, salary schedules, including salary increases.

Trustee Townsend: You will provide corporate housing until they are able to pay?

Mr. Hammond Garcia: We don't provide housing but we make sure they have all the services they need. They won't be on the street, stranded at the airport, or hungry. We make sure they are taken care of.

Trustee Townsend: That they have transportation and all that. We have a housing shortage here so this will be interesting.

Mr. Hammond Garcia: It is absolutely our job. I'm grateful you are asking these questions.

Dr. Hawkins: Does IAG have other partnerships with other districts in Michigan or other states and could you share a little bit about those experiences and success rates?

Mr. Hammond Garcia: We have partnerships with Kalamazoo, Lansing, and Battle Creek. We have been operating in Phoenix, Arizona for seven years. We are in Denver and Hartford, CT. The teachers are highly motivated. We work very closely with our partners.

Trustee Gainsley: Would this be for this school year or next?

Mr. Hammond Garcia: It would be for this upcoming school year. We started recruitment months ago. The teachers are ready. We have already done a lot of the back end work so now you can take advantage for this coming school year.

Trustee Gainsley: We would have to spend another 20% to bring these teachers on board and how does that cost equation work and what is the impact on our budget of hiring some teachers this way?

Dr. Zachery-Ross: This is a last resort. How we pay to have teachers re-train teachers. It costs so much money to replace teachers over and over. It costs us so much more to replace teachers, so that is the cost you have to think about.

Trustee Gainsley: That is where the value is so we can show that to staff.

Dr. Zachery-Ross: That is what we talked to the union about. We are paying to re-train a teacher every year and then the teacher leaves, that is the cost. We are using this as a last resort. We are having job fairs and trying to fill positions with local people. We have been talking about very specific people for our Arabic population and for our other Newcomers. That is part of the gap that we can't find in our community. They may be able to help us in certain areas where we have had gaps like special ed. My colleagues in Lansing, Battle Creek, and Kalamazoo have been finding success. I just want our students serviced.

Trustee Gainsley: A big piece is longevity and that the teachers are highly motivated to stay five years. What is your track record? How long have you been doing this and what is the actual tenure that you have seen?

Mr. Hammond Garcia: This is the fourth year in Kalamazoo and we started with 75 teachers the first year and this year we will be pushing 1000. We have a high retention rate. After the first year, we retained every single one of our teachers.

Trustee Townsend: The contract I'm looking at talks about Arizona and I want to make sure it falls in line with the state of Michigan and what our teachers' rights are. Is the qualified mentor question something for the union? A teacher would have to agree to that and would that teacher want to be compensated for that? What about tax information?

Mr. Hammond Garcia: We can certainly get the contract to reflect the state of Michigan. The mentoring system is really a buddy system. An informal relationship. We are saying we are not tax experts and neither is the school system and the teacher needs to find their own tax expert.

Ms. McCarty: We will run the contract by Thrun (our attorney). The district has a mentoring program and teachers are compensated for that in their contract.

7. PUBLIC COMMENTS #1

Information: A. Guidelines for Public Comment

Public Comment Protocol | Pursuant to Board of Education Policy 0167.3

*The Board recognizes the value of public comment on educational issues and the importance of allowing members of the public to express their view.

*Please limit statements to three (3) minutes duration.

*Participants shall direct all comments to the Board and not to staff or other participants; no person may address or question Board members individually.

*Remarks shall be made in a respectful and professional manner.

Marissa Conniff - violent child at YIES

Matthew Kirkpatrick - YIES bully

Ray Alvarado - Grizzly Awards

8. CONSENT AGENDA

Action (Consent), Minutes, Report: A. Consent Agenda

Resolution: ... MOVE THAT the Board of Education approve the: 1) April 8, 2024, Regular Board Meeting Minutes 2) Personnel matters as per the presented list dated 5/1/24; New Hires, Resignations, and Retirements.

... MOVE THAT the Board of Education approve the:

1) April 8, 2024, Regular Board Meeting [Minutes](#)

2) [Personnel matters](#) as per the presented list dated 5/1/24; New Hires, Resignations, and Retirements.

Motion by Yvonne Fields, second by Meredith Schindler.

Final Resolution: Motion Carries

Aye: Dr Celeste Hawkins, Gillian Ream Gainsley, Sharon Lee, Meredith Schindler, Yvonne Fields, Maria Goodrich, Jeanice Townsend

9. ACTION ITEMS: Business and Finance

Action: A. Washtenaw ISD Budget Resolution/Support for Budget, 2024/25

The WISD is requesting that the YCS board of education adopt their budget resolution in support of their proposed general fund budget.

Click [here](#) to view the WISD General Education Budget 2024-25.

Click [here](#) to view the WISD Special Education Budget 2024-25.

Click [here](#) to view the WISD Proposed Programs and Budgets Presentation 2024-25

Click [here](#) to view the WISD Budget Resolution 2024-25.

Trustee Gainsley: How much of the special education millage actually comes back to the district?

Trustee Townsend: The WASB had the whole presentation presented on Zoom and that was sent to all the different boards. If you have specific questions, you can ask Mr. Marcel.

Trustee Gainsley: I did see that come through and it had a number of attachments that I went through but I didn't see that specific question answered.

Trustee Townsend: I can ask him that question.

Trustee Gainsley: If you could just ask him for his slides. Thank you.

Dr. Zachery-Ross: If the millage is not renewed, we would not get \$3,845,234 based off of the 2022-23 cost.

Trustee Townsend: There were some increases with recent budget approvals from the state.

... MOVE THAT the Board of Education adopt the WISD Budget Resolution.

Motion by Maria Goodrich, second by Jeanice Townsend.

Final Resolution: Motion Carries

Aye: Dr Celeste Hawkins, Gillian Ream Gainsley, Sharon Lee, Meredith Schindler, Yvonne Fields, Maria Goodrich, Jeanice Townsend

Action: B. Special Education Millage Renewal Resolution

The WISD is requesting that the YCS board of education adopt this special education millage renewal resolution.

Click [here](#) to view the Special Education Millage Renewal Resolution.

... MOVE THAT the Board of Education adopt the Special Education Millage Renewal Resolution.

Motion by Jeanice Townsend, second by Sharon Lee.

Final Resolution: Motion Carries

Aye: Dr Celeste Hawkins, Gillian Ream Gainsley, Sharon Lee, Meredith Schindler, Yvonne Fields, Maria Goodrich, Jeanice Townsend

Action: C. Acceptance of YCHS New Fan Chiller Change Order from Trane

Attached is the proposal for a new air-cooled chiller for YCHS. It is our recommendation that the board of education accept the offer from Trane to install a new fan-cooled chiller at Ypsilanti Community High School. This is a scheduled sinking-funded project budgeted for the '24-'25 fiscal year and will be executed as a change order with Trane.

Click [here](#) to view the proposal.

.... MOVE THAT the Board of Education accept the change order from Trane in the amount of \$1,449,246 for the YCHS fan-cooled chiller.

Motion by Meredith Schindler, second by Maria Goodrich.

Final Resolution: Motion Carries

Aye: Dr Celeste Hawkins, Gillian Ream Gainsley, Sharon Lee, Meredith Schindler, Yvonne Fields, Maria Goodrich, Jeanice Townsend

Action: D. Donation: For YCS Event Series

Seeking Board approval for a donation made to Ypsilanti Community Schools for the F.A.C.E. Conference, Back-to-School Bash, and Jazz in the Parking Lot from Parda Credit Union for \$2,500

Thank you, Parda Credit Union, from all the students that you are impacting with this donation!

Trustee Gainsley: A representative from Parda Credit Union is here.

Dr. Hawkins: Thank you for being here and for your partnership and collaboration with our students.

.... MOVE THAT the Board of Education accepts a donation from Parda Credit Union for \$2,500 for the YCS Event Series.

Motion by Yvonne Fields, second by Sharon Lee.

Final Resolution: Motion Carries

Aye: Dr Celeste Hawkins, Gillian Ream Gainsley, Sharon Lee, Meredith Schindler, Yvonne Fields, Maria Goodrich, Jeanice Townsend

Action: E. Donation: For YCS Mental Health Awareness Fair

Seeking Board approval for a donation made to Ypsilanti Community Schools for the YCS Mental Health Awareness Fair from the Washtenaw County Mental Health Department - BLM Taskforce for \$1,000

Thank you, Washtenaw County Mental Health Department - BLM Taskforce, from all the students that you are impacting with this donation!

.... MOVE THAT the Board of Education accepts a donation from the Washtenaw County Mental Health Department - BLM Taskforce for \$1,000 for the YCS Mental Health Awareness Fair.

Motion by Sharon Lee, second by Jeanice Townsend

Final Resolution: Motion Carries

Aye: Dr Celeste Hawkins, Gillian Ream Gainsley, Sharon Lee, Meredith Schindler, Yvonne Fields, Maria Goodrich, Jeanice Townsend

10. PUBLIC COMMENTS #2

Information: A. Guidelines for Public Comment

Public Comment Protocol | Pursuant to Board of Education Policy 0167.3

*The Board recognizes the value of public comment on educational issues and the importance of allowing members of the public to express their view.

*Please limit statements to three (3) minutes duration.

*Participants shall direct all comments to the Board and not to staff or other participants; no person may address or question Board members individually.

*Remarks shall be made in a respectful and professional manner.

No comments.

11. DISCUSSION

Discussion: A. Board of Education Subcommittee Reports

Trustee Townsend: The Ypsilanti Community Foundation made it through the scholarship selections. We will be revamping some things over the summer to get ahead this year and figuring out ways to help our students to apply for scholarships. There is a fund raiser on October 3, 2024 at the Freighthouse. They are trying to raise \$100,000.

Dr. Hawkins: Do you know how many scholarships were awarded?

Dr. Zachery-Ross: 17 scholarships to 14 YCS students.

Trustee Fields: The community relations subcommittee met with Lambert. We have radio ads that are coming out promoting teachers, stations 97.9, 100.3, and 92.3.

Trustee Townsend: For the finance and operational subcommittee, the middle school is on track for their move including being on budget.

Vice President Lee: Head Start meeting, Perry is completely staffed. They had pajama day. The new principal is getting adjusted and liking it. Everyone is doing wonderful.

12. BOARD/SUPERINTENDENT COMMENTS

Trustee Schindler: Thank you for all the good wishes when my dad passed. It means so much to me to be part of this wonderful group.

Trustee Townsend: Had a great PD for the WASB, a great Sneaker Ball, the kids enjoyed themselves. Washtenaw County Board of Commissioners meeting where they approved their portion of the Cheney sale. Look forward to attending the Soiree and the other celebrations coming up. I also attended HBCU day, really good, over 400 students attend. YCS students did an excellent job and represented well.

Trustee Goodrich: Congratulate all the elementary students that took part in the Science Olympiad Competition. We had a great turn out.

Dr. Hawkins: Congratulations to all our scholarship and award recipients. Looking forward to all the great events coming up.

Trustee Fields: Went to Sneaker Ball and had a great time. Looking forward to the 8th Grade Promotion at 4:00 p.m. on May 31st at the high school.

Dr. Zachery-Ross: Happy Asian American Pacific Heritage Month, Military Appreciation Month, Brown vs. Board of Education Landmark Decision, Happy Teacher Appreciation Week. We had over 450 students at the HBCU day with ACCE and YCHS students and board members there greeting them as they arrived and cheering them on and a board member facilitated a great session. The board members were are the CVIT and helped plan it. We are leading the way in our county. Congratulations to the CNA graduates. On May 8th, we will have Embracing our Differences at WCC during the day and that same day the 3rd graders will be at UMMA at night reading their stories. Thank you to all the staff, parents, administrators, teachers, whoever you are for helping our students so all these amazing things. Getting ready for all the ceremonies. We are almost there. Thank you to the students. Keep going. Thank you to the board of ed for all their support at all these events. It takes everyone. We have commencement ceremonies. We are so proud of everyone.

Dr. Hawkins: There was a Shirley Chisholm discussion and I wanted to give a shout out to the amazing students who were on the panel. So impressed by the students and the thoughtful questions they asked. And a shout out to my daughter who graduated and my son who is graduating.

13. ADJOURNMENT OF MEETING

Adjourned at 8:55 p.m.