

Regular Board Meeting & Informational Study
Session
Thursday, January 23, 2025 6:00 PM Eastern

Eastern High School Cafeteria
626 Marshall St.
Lansing, Michigan 48912

Mrs. Keturah Bouyer:	Present
Dr. Caitlin Cavanagh:	Absent
Mr. LaVonte Heard:	Absent
Mr. Guillermo Lopez:	Present
Mrs. Robin Moore:	Present
Dr. Deyanira Nevarez Martinez:	Present
Dr. Nino Rodriguez:	Present
Mrs. Cirea Strode:	Present
Ms. Rosalyn Williams:	Present

Present: 7, Absent: 2.

I. Call to Order

The meeting was called to order at 6:00 pm by President Moore

President Moore requested Vice-President Lopez to chair the meeting

II. Pledge of Allegiance

III. Roll Call

Executive Team Present: Adams, Benavides, Black, Keck, Sleight

Executive Team Absent:

Superintendent Present: Shuldiner

Parliamentarian Present: Nowiski

Administrative Assistant to the Board of Education Present: Fulce

IV. Reading of the District's Mission

V. Additions to the Agenda

Dr. Rodriguez requested an item be added under new business to create a calendar for reading the District's mission at board meetings. The chair added the requested item to the listed agenda.

VI. Public Comment on Agenda Items

There were no Public Comments on Agenda Items

VII. Presentations

VII.A. Human Resources

Mr. Clayton Ross and Mr. Andrew Utter presented Human Resources Update

The following information was shared:

HR Goals:

Increase the educator applicant pool and reduce staff vacancies

Reduce barriers to entry for educator in Lansing School District

Provide support for new educators

RECRUIT

Wide distribution of job postings & strategic partnerships

HIRE

Develop an applicant pool; increase flexibility of positions

GROW

District-funded alternate route certification and "Grow Your Own"

SUPPORT

Classroom management training and mentorship opportunities

RETAIN

Collecting actionable data to improve retention efforts

District at a Glance

24 Schools

10,974 Students

1,615 Employees

Student: Race/Ethnicity

Teacher: Race/Ethnicity

Teacher: Years of Service

Current Principals & Assistant Principals Race/Ethnicity

Race/Ethnicity by Bargaining Unit: Capitol City Labor Program (Public Safety Officers), Lansing Educational Assistants, Lansing Association of Educational Secretaries & Lansing Schools Education Association.

Staff Retention Rate: Year-to-Year

Staff Retention Rate: Within a Year

Teacher Certification, Pathways, and Partnerships

Which of the following best describes your reason for leaving the District at this time?

In your own words, why are you leaving the District at this time?

Employee Experience

Classroom Teacher Vacancies

Changes to the Interview Process

Job Posting Distribution

Candidate Experience

Candidate Sources

Elevate K-12

Staffing Partnerships

Turnaround Teacher

Summary

- Significant Reduction in Teacher Vacancies: Teacher vacancies, especially in Special Education, have been significantly reduced.
- Improvement in Data Use: We are leveraging new data to guide decisions and inform strategies, including insights from exit surveys.
- Educator Diversity: While we are making strides in educator diversity, particularly in administration, there is still much progress to be made.
- Stable Retention Rate: Our retention rate remains steady, providing a foundation for continued growth.
- Effective Partnerships: Creative initiatives, like the Turnaround Teacher program, highlight our successful use of partnerships.
- Support for Inexperienced Teachers: Many teachers lack experience and need targeted support.

Board members asked questions and responses were provided by Mr. Clayton Ross and Mr. Andrew Utter

VIII. Report from Superintendent

Superintendent Shuldiner provided the following Report:

Superintendent Shuldiner provided an update on transportation:

- 2390 requests for gas cards with 2390 assigned
- 622 requests to use CATA, 622 assigned
- 337 assigned for Dean Transportation (yellow buses), 344 student requests

Superintendent Shuldiner mentioned that school was canceled for a couple of days this week because of the weather.

IX. Routine Matters

IX.A. Committee Reports

IX.B. Consent Agenda

'that the Board of Education approve the consent agenda as presented'. This motion, made by Dr. Nino Rodriguez and seconded by Dr. Deyanira Nevarez Martinez, Passed.

Dr. Caitlin Cavanagh: Absent, Mr. LaVonte Heard: Absent, Mrs. Keturah Bouyer: Yea, Mr. Guillermo Lopez: Yea, Mrs. Robin Moore: Yea, Dr. Deyanira Nevarez Martinez: Yea, Dr. Nino Rodriguez: Yea, Mrs. Cirea Strode: Yea, Ms. Rosalyn Williams: Yea

Yea: 7, Nay: 0, Absent: 2

January 9, 2025 Annual Organizational Meeting Minutes will be reviewed in order to make sure that the vote for item "XVII. Appoint Title IX Representative" is correct in the minutes.

IX.B.1. Approval of January 9, 2025 Annual Organizational Meeting Minutes and January 9, 2025 Regular Board Meeting Minutes

X. Action Items

X.A. Purchase recommendation

'that the Board of Education accept Pattengill Pod Cafeteria Furniture/Tables purchase recommendation as presented'. This motion, made by Dr. Deyanira Nevarez Martinez and seconded by Ms. Rosalyn Williams, Passed.

Dr. Caitlin Cavanagh: Absent, Mr. LaVonte Heard: Absent, Mrs. Keturah Bouyer: Yea, Mr. Guillermo Lopez: Yea, Mrs. Robin Moore: Yea, Dr. Deyanira Nevarez Martinez: Yea, Dr. Nino Rodriguez: Yea, Mrs. Cirea Strode: Yea, Ms. Rosalyn Williams: Yea
Yea: 7, Nay: 0, Absent: 2

Ms. Sleight provided details about Pattengill Pod Cafeteria Furniture/Tables purchase recommendation

X.B. EV Bus Project Management RFP Recommendation

'that the Board of Education accept EV Bus Project Management RFP Recommendation as presented'. This motion, made by Dr. Deyanira Nevarez Martinez and seconded by Mrs. Robin Moore, Failed.

Dr. Caitlin Cavanagh: Absent, Mr. LaVonte Heard: Absent, Mrs. Keturah Bouyer: Nay, Dr. Nino Rodriguez: Nay, Mrs. Cirea Strode: Nay, Ms. Rosalyn Williams: Nay, Mr. Guillermo Lopez: Yea, Mrs. Robin Moore: Yea, Dr. Deyanira Nevarez Martinez: Yea
Yea: 3, Nay: 4, Absent: 2

Ms. Sleight provided details about EV Bus Project Management RFP Recommendation

XI. New Business

During the Board Retreat, the Board will discuss creating a calendar to read the District's mission and add the vision to the agenda.

XII. Discussion items

XIII. Report from Secretary and Announcements

Dr. Nevarez Martinez provided an update about the Ingham County School Coordinating Committee Meeting, which she attended on 1/22/25

Dr. Nevarez Martinez provided the Secretary's report:

Invitations, Communications and Announcements:

Enrollment in Kindergarten, Young 5s and Preschool. February 26, 4:30-7:30pm. Call 517 755 2820 for more information.

Congratulations Antonio Williams—100th Wrestling Match Win!

January 31 - PD Day - No School

Next Board Meetings:

Feb 6, Regular Board Meeting

Feb 20, Regular Board Meeting & Informational Study Session

XIV. Public Comment on Non-Agenda Items

There were no Public Comments on Non-Agenda Items

XV. Comments from the Board

Comments were shared by Board Members

XVI. Adjournment

The meeting was adjourned at 8:53 pm by Vice-President Lopez