

BOARD OF EDUCATION
MINUTES – February 27, 2012

The regular meeting of the Board of Education of the Midland Public Schools, Midland, Michigan, was held at the Midland Public Schools Administration Center, 600 E. Carpenter Street, Midland, Michigan, on Monday, February 27, 2012, beginning at 7 p.m. in accordance with the requirements of the Revised School Code, MCL 380.1 et.seq. effective July 1, 1996, and the policies established in How Midland Schools Work.

1. CALL TO ORDER: ROLL CALL

Board members present: President Mault,
 Vice President Wasserman,
 Secretary Baker,
 Treasurer Ohle,
 Member Brandstadt,
 Member Gorton,
 Member Kaminski

Central staff present: Superintendent Ellinger,
 Assistant Superintendent Verlinde,
 Associate Superintendent Cline,
 Associate Superintendent Ellison

Visitors present: 27 staff, citizens and guests

2. CONSENT AGENDA

Ohle/Kaminski moved that the following Consent Agenda items be approved.

- 2.1 Approval of the Regular Meeting minutes of Monday, February 13, 2012.
- 2.2 The following staff members have announced their resignation effective as of the date indicated:

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Cody J. Bartow	Paraprofessional, Siebert Elementary	February 24, 2012
Kari DuFort	Paraprofessional, Midland High	February 3, 2012
Iris R. Shemanski	ESL Tutor, Midland Public Schools	February 16, 2012
Karen Schaedig	Paraprofessional, Siebert Elementary	February 9, 2012

- 2.3 Approval of the payment of the school system's bills for the month of January 2012, as listed in the check register prepared by Ms. Laux, in the total amount of \$6,715,382 was recommended. The distribution of obligations, by fund, is as follows:



2.3.a.	Through <u>1/15/2012</u>	Through <u>1/31/2012</u>	<u>Totals</u>
General Fund / Athletics	\$ 822,411	\$ 949,046	\$ 1,771,457
Capital Projects	-	-	-
Sinking Fund	28,002	2,579	30,581
Middle School Science Lab Renovation	-	-	-
Technology Grant	-	-	-
School Services:			
School Stores	2,419	5,281	7,700
Kindergarten Complement	2,189	5,271	7,460
Food Service	201,859	1,975	203,834
Student Activities	<u>44,231</u>	<u>55,282</u>	<u>99,513</u>
Sub-totals	1,101,111	1,019,434	2,120,545
Federal Withholding			581,564
State Withholding/Sales Tax			190,250
Social Security/Medicare			710,400
Payroll Transfers			153,493
ACH Transfers			2,175,856
Connectcare Transfers			477,305
Consumers payments paid electronically			152,192
PESG payroll (contracted substitutes)			48,669
Purchase Card Transactions			<u>105,108</u>
Total January Distributions			<u><u>\$6,715,382</u></u>

Submitted herewith are the following financial reports:

- 2.3.b Investment Report for January 2012 prepared by Ms. Laux
- 2.3.c Listing of Purchase Orders exceeding three thousand dollars (\$3,000) or more for the month of January prepared by Ms. Laux
- 2.3.d Listing of Purchase Card transactions exceeding three thousand (\$3,000) or more for the month of January prepared by Ms. Laux

Motion carried unanimously.

3. REQUESTS TO ADDRESS THE BOARD

- 3.1 Mr. Ric Shahin, 2600 Mt. Vernon, addressed the Board of Education with regard to his perception of how decisions by the Michigan Legislature have negatively impacted Midland Public Schools' students.

- 4.2 Ms. Kathy Romain, 7th grade math teacher at Central Middle School and Kari Partanen, 6th, 7th, 8th grade teacher of cognitively impaired students at Central Middle School demonstrated how Clickers are being used in the classroom with Turning Point and Study Island. They also showed how valuable the iPad is in the classroom for benchmarking and progress monitoring students at this Title 1 building.
- 4.3 Mr. Bob Cooper, Coordinator of Mathematics, presented “*Testing...what grade...what test...why...how did we do?*” This presentation was an overview of the standardized tests taken at MPS, what grades are tested, how the scores are reported, and how the results are used. The new cut scores for the Fall 2011 MEAP were explained and the recently released MEAP results were shared.
- 4.4 Mr. Gary Verlinde presented the proposed New Staff Assignments, Reductions/Recall Board Policy, which he will bring for approval in 28 days. As required by recent changes in legislation, the Board is required to have a policy for layoff and recall that insures that teachers who are evaluated as "effective" or "highly effective” are placed in their teacher assignments before teachers rated as "ineffective" or "minimally effective". The law specifies the criteria to be used in evaluating and placing teachers. Seniority may only be used as tie-breaker. The proposed Board policy is wholly consistent with the language of the law.

It is the policy of this Board that all personnel decisions shall be based on retaining effective teachers in situations involving a staffing or program reduction or any other personnel decision resulting in the elimination of a position, as well as for hiring after such reductions/position eliminations or recall to vacant positions. Length of service or tenure status may only be considered by the administration when all other factors, as listed below, are considered equal amongst the potentially affected teachers.

The effectiveness of teachers shall be measured in accordance with the District’s performance evaluation system developed under Section 1249 of the School Code, and the personnel decisions shall be based on the following factors:

- A. *Individual performance shall be the majority factor in making the decision, and shall consist of but is not limited to all of the following:*
1. *Evidence of student growth, which shall be the predominant factor in assessing an employee’s individual performance.*
 2. *The teacher’s demonstrated pedagogical skills, including at least a special determination concerning the teacher’s knowledge of his or her subject area and the ability to impart that knowledge through planning, delivering rigorous content, checking for and building higher-level understanding, differentiating, and managing a classroom; and consistent preparation to maximize instructional time.*

- 3. *The teacher’s management of the classroom, manner and efficacy of disciplining students, rapport with parents and other teachers, and ability to withstand the strain of teaching.*
- 4. *The teacher’s attendance and disciplinary record, if any.*
- B. *Significant, relevant accomplishments and contributions. This factor shall be based on whether the individual contributes to the overall performance of the school by making clear, significant, relevant contributions above the normal expectations for an individual in his or her peer group and having demonstrated a record of exceptional performance.*
- C. *Relevant special training. This factor shall be based on completion of relevant training other than the professional development or continuing education that is required by the employer or by state law, and integration of that training into instruction in a meaningful way.*

5. **FINANCE**

Study Committee Chair – Mr. Ohle
Staff Resource Person – Ms. Cline

For Information:

5.1 The following gifts, which total \$4,941.05 have been received and processed:

	Donor	Purpose	Amount
	Richard E. Kuznicki, Jr.	1984 Chrysler Lebaron for MPS automotive program	
(1)	Thomas Small	Supplies for a Siebert classroom	\$ 100.00
(2b)	Woodcrest Elementary	Laptop computers for mobile lab at Woodcrest Elementary	\$ 969.34
(3)	H. H. Dow High School Athletic Booster Club	Show poms for Dow High Pompon Squad	\$ 980.00
(4)	H. H. Dow High School Athletic Booster Club	Dow High girls tennis program supplies	\$ 539.52
(5)	H. H. Dow High School Athletic Booster Club	Dow High baseball program equipment	\$ 909.00
(6)	Plymouth PTO	Books for Plymouth Media Center, Accelerated Reader quizzes, and reading month prizes	\$ 1,443.19

Wasserman/Ohle moved that the following items be approved.

Acceptance of the following gift totaling \$9,693.40 was recommended:

	Donor	Purpose	Amount
(2a)	Woodcrest PTO	Laptop computers for mobile lab at Woodcrest Elementary	\$ 9,693.40

Appropriate thanks to the donors was recommended.

Motion carried unanimously.

6. HUMAN RESOURCES

Study Committee Chair – Mr. Wasserman
Staff Resource Person – Mr. Verlinde

For Information:

- 6.1 The Board and staff extended their deepest sympathy to the family of Ms. Frances (Kathy) Smith who passed away on February 4, 2012. She taught at MPS for 28 years at Siebert and Parkdale Elementary Schools, retiring in 1989.
- 6.2 The Human Resources Study Committee Minutes were read aloud by Mr. Jerry Wasserman. The meeting was held on Thursday, February 16, 2012. Members present were Jerry Wasserman (chair), Rick Ohle, Angela Brandstadt, Carl Ellinger, Gary Verlinde; member absent was Cynthia Finney.
 1. *MCEA Negotiations: The District continues negotiations with the Midland City Educational Association. The contract expired August 27, 2010. The District and the MCEA will meet with the mediator, Miles Cameron, on March 1, 2012.*
 2. *Staffing Process: The committee studied the proposed Board policy on staffing assignments, layoffs and recalls. This policy is consistent with recent legislation on the matter. The proposed policy will come to the full Board of Education at the next Board meeting for a 28-day consideration period.*
 3. *Internal Staffing Report for 2011-2012: The 2011-12 Internal Full-Time Equivalent (FTE) Staffing Report was reviewed. This document reflects the staffing levels for the current school year and the previous four school years.*

Next Meeting Date: Thursday, April 19, 2012 @ 4:00 p.m.

7. CORRESPONDENCE TO AND FROM THE BOARD OF EDUCATION

For Information:

- 7.1 Letters from the Board of Education or the school system to:

Mr. Eldon D. Enger
Chestnut Hill Elementary P.T.O.
C. B. and Anita Branch Trust

- 7.2 Letters to the Board of Education or the school system from:

FOIA request from the Mackinac Center for Public Policy requesting information about current Midland Public Schools' Board of Education members.

FOIA request from Waste Management requesting information regarding rubbish and recycling services at each of our buildings.

8. SCHEDULED ACTIVITIES

For Information:

The following is a listing of scheduled meetings or activities of the Board of Education for 2012:

March 12, 2012	7 p.m.	Regular Meeting of the Board of Education
March 26, 2012	7 p.m.	Regular Meeting of the Board of Education
April 16, 2012	7 p.m.	Regular Meeting of the Board of Education
April 30, 2012	3 p.m.	Budget Workshop of the Board of Education
May 14, 2012	7 p.m.	Regular Meeting of the Board of Education
May 29, 2012 (Tuesday)	7 p.m.	Regular Meeting of the Board of Education
June 11, 2012	7 p.m.	Regular Meeting of the Board of Education
June 25, 2012	7 p.m.	Regular Meeting of the Board of Education
July 16, 2012	7 p.m.	Regular Meeting of the Board of Education
August 13, 2012	7 p.m.	Regular Meeting of the Board of Education
August 27, 2012	7 p.m.	Regular Meeting of the Board of Education
September 10, 2012	7 p.m.	Regular Meeting of the Board of Education
September 24, 2012	7 p.m.	Regular Meeting of the Board of Education
October 8, 2012	7 p.m.	Regular Meeting of the Board of Education
October 22, 2012	7 p.m.	Regular Meeting of the Board of Education
November 12, 2012	7 p.m.	Regular Meeting of the Board of Education
November 26, 2012	7 p.m.	Regular Meeting of the Board of Education
December 10, 2012	7 p.m.	Regular Meeting of the Board of Education

9. STUDY-DISCUSSION SESSION

This portion of the agenda is utilized by the Board to introduce topics for future study, to discuss school district-related matters, to complete professional association business and to relate items of interest. No action is taken during this time. Occasionally closed sessions are scheduled to discuss confidential personnel, negotiations or property matters.

- 9.1 Hearing from Board Members: Thank you to Mr. Crane for his words during the public comment portion of the agenda with regard to the Midland High and Dow High Athletic Parents Joint Booster Bash on March 23. We applaud the two Booster groups for this effort that will benefit students and foster a sense of community pride. We predict this event will be a huge success. Congratulations to the Dow High Symphonic Band students and directors; we would like to publicly acknowledge their hard work and success. Thank you, Mr. Cooper, for your standardized testing presentation this evening. We realize test scores are an important factor as to how we are judged by our parents and community. Our analysis of the test results is extremely critical; the results of the tests are trend indicators. Our District's continued testing success says a lot about the hard work and dedication of our teachers and administrators. We look forward to receiving information about Fact Finding in the near future with regard to contract negotiations with the Midland City Education Association. The creative sculptures made out of wire coat hangers and nylons in front of the Board members this evening

are made by Jefferson Middle School students. We commend all of our art staff for their creativity and hard work. Congratulations to the Midland High students who competed recently and took first place in the State competition with their presentation of *Quilters*. At today's CaSS meeting it was so evident that our staff members do everything in their power to support the success of our students. Midland Public Schools has many reasons to be proud: the DHS Band, the MHS *Quilters* state champions, our testing scores, our successful graduates and so much more. Tournament athletic competition has begun; we wish all of our teams the best of luck. On Saturday a group of middle school "mathletes" competed in the Math Counts program at SVSU. Northeast Middle School came in second, Jefferson came in third and a Midland Public Schools' student placed. Dow High's Ren Fair was a wonderful evening of outstanding performances showcasing student talents. Mr. Ellinger did a great job with his comments in the Sunday *Midland Daily News* regarding the MPS International Baccalaureate program, an impressive tool in the MPS toolbox. Please know our Board members are voicing our concerns to Lansing legislators regarding a number of important issues. We encourage community members to speak with legislators as well.

9.2 Announcements from Superintendent Ellinger

- The Senate Fiscal Agency presented to the full Senate on February 22 school equity issues and how schools are funded by the State of Michigan. Midland Public Schools' is a hold harmless district whose taxpayers pay an additional millage. Because of recent decisions by the Legislature, Hold Harmless districts no longer benefit exactly as they have in the past from the additional taxes our taxpayers pay. Other districts in the State of Michigan are now benefitting from our additional taxpayer funding and MPS receives less as a result. Mr. Ellinger and Ms. Cline will be meeting with the other former 20J/Hold Harmless districts in the near future because of the huge implications of the possible reduction of our funding to the same level as the districts who receive only the basic foundation allowance. Our district deserves the differential when our taxpayers are paying the extra millage.
- We closed on and signed the documents for the Foster Road property. This piece of property sold for \$150,000.
- We held a staff professional development day on February 17.
- Mr. Ellinger recently attended a Quarterly Forum sponsored by the Partnerships for Education Council, a subgroup of the Midland Area Chamber of Commerce. The four County Superintendents as well as the MCEA Superintendent, did a presentation about 21st Century learning and education in Midland County. We may see the Chamber form a study committee in the future to continue the dialogue.
- In the past two weeks, Mrs. Cline attended an MSBO School Finance Committee meeting in Lansing, Dr. Ellison attended the IB SOM (International Baccalaureate Schools of Michigan) Round Table meeting at the Kent County ISD, Mr. Verlinde and Ms. Finney attended the MASB Conference in Lansing.
- Adams recently concluded their "Pennies for Patients" leadership project. Adams students collected \$2,615.46, which will benefit the Leukemia and Lymphoma Society!



- Congratulations to the cast, crew and pit orchestra of Midland High Schools’ production of *Quilters* who won the Michigan Interscholastic Forensics Association High School State One-Act Competition on Friday, February 17. Superior Awards were received by every student involved in the production. Congratulations also to MHS Director, Sue Lombardo, and her assistants for this impressive success.
- Congratulations to everyone involved in Saturday’s Dow High Ren Fair. This exciting event showcased the amazing talent of our students and yes even some of our brave staff members. This fun event was thoroughly enjoyed by everyone in the audience.
- The Dow Boys Swim Team put together a great team effort and won their 10th consecutive Saginaw Valley Swim Championship on Saturday. The state team qualifiers will compete in the state meet on March 9 and 10.
- Kudos to Ms. Kipfmiller’s 4th grade class at Siebert Elementary for collecting 168 pair of gently used children’s shoes that will be delivered to children in several Guatemalan villages this summer.

10. **ADJOURNMENT**

The meeting was adjourned at 9:03 p.m.

President: _____
Kenneth D. Mault

Secretary: _____
Lynn M. Baker

Approved by the Board on:

C. Young 12-March-2012