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, March 26, 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 Ellison

   Central staff absent: Associate Superintendent Cline

   Visitors present: 154 Staff, citizens and guests

2. **CONSENT AGENDA**

   Ohle/Wasserman moved that the following Consent Agenda items be approved

   2.1 Approval of the Regular Meeting minutes of Monday, March 12, 2012.

   2.2 The following staff members have announced their resignation effective as of the date indicated:

<table>
<thead>
<tr>
<th>Name</th>
<th>Assignment</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Debbie Waskevich</td>
<td>Paraprofessional, Siebert Elementary</td>
<td>March 9, 2012</td>
</tr>
</tbody>
</table>

   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 $6,764,634 was recommended. The distribution of obligations, by fund, is as follows:

<table>
<thead>
<tr>
<th>Fund</th>
<th>Through 2/15/2012</th>
<th>Through 2/29/2012</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund / Athletics</td>
<td>$916,730</td>
<td>$829,145</td>
<td>$1,745,875</td>
</tr>
<tr>
<td>Capital Projects</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Sinking Fund</td>
<td>310</td>
<td>126,260</td>
<td>126,570</td>
</tr>
</tbody>
</table>
Middle School Science Lab
Renovation - - -
Technology Grant - - -
School Services:
   School Stores 1,373 7,138 8,511
   Kindergarten Complement 5,074 5,607 10,681
   Food Service 1,444 189,768 191,212
Student Activities 9,350 42,214 51,564
Sub-totals 934,281 1,200,132 2,134,413

Federal Withholding 395,188
State Withholding/Sales Tax 130,169
Social Security/Medicare 486,816
Payroll Transfers 164,400
ACH Transfers 2,264,280
Connectcare Transfers 781,480
Consumers payments paid electronically 197,587
PESG payroll (contracted substitutes) 66,496
Purchase Card Transactions 143,805
Total February Distributions

Submitted herewith are the following financial reports:
2.3.b Investment Report for February 2012 prepared by Ms. Laux.
2.3.c Listing of Purchase Orders exceeding three thousand dollars ($3,000) or more for the month of February prepared by Ms. Laux.
2.3.d Listing of Purchase Card transactions exceeding three thousand ($3,000) or more for the month of February prepared by Ms. Laux.

2.4 Approval was requested to authorize payment for the following legal bills:

<table>
<thead>
<tr>
<th>FIRM</th>
<th>DATE</th>
<th>AMOUNT</th>
<th>PURPOSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Secrest Wardle</td>
<td>3/5/2012</td>
<td>$1,734.01</td>
<td>Professional Services</td>
</tr>
</tbody>
</table>

Motion carried unanimously.

3. REQUESTS TO ADDRESS THE BOARD

3.1 Sarah Valley, 4386 North Jefferson, addressed the Board of Education with regard to teacher contract negotiations.

Carl Hoffman, 366 Star Road, addressed the Board of Education with regard to working for the district, administration and teacher contract negotiations.
Andrew Scott, 612 East Grove, addressed the Board of Education with regard to being an educator and teacher contract negotiations.

Stephanie Villarreal, 2207 Wilmington Drive, addressed the Board of Education with regard to the future of Midland Public Schools and teacher contract negotiations.

Sally Paulus, 1428 Airfield Lane, addressed the Board of Education with regard to the spendable fund balance and teacher contract negotiations.

Garrett Turner, 913 Airfield Lane, addressed the Board of Education with regard to increased teacher duties.

Terry Schwartzkopf, 2746 East Ashby, addressed the Board of Education with regard to money management and teacher contract negotiations.

Renaye Baker, 2295 East Kent, addressed the Board of Education with regard to teacher contract negotiations and the fact finder’s report.

Bridgit Sova, 5011 Bristlecone Drive, addressed the Board of Education with regard to thank you’s after the recent Northeast fire and teacher contract negotiations.

Pam Ponte, 4650 North Hope Road, addressed the Board of Education with regard to her support for MPS teachers.

Phillip Adams, 6274 Tischer Road, Lake Odessa, addressed the Board of Education with regard to being a new teacher with Midland Public Schools.

4. **ANALYSIS OF FACT FINDER RECOMMENDATIONS**

4.1 Mr. Ellinger presented a PowerPoint presentation addressing the financial implications to the Midland Public Schools of the Michigan Employment Relations Commission’s “Fact Finding Report.”

5. **BOARD OF EDUCATION MATTERS**

**PRESENTATIONS TO THE BOARD**

**For Action**

Ohle/Kaminski moved that the following item be approved.

5.1 Mr. Verlinde presented the New Staff Assignments, Reductions/Recall Proposed Board Policy for action following the 28-day period of review. 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 approved 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.

Motion carried unanimously.
Wasserman/Ohle moved that the following item be approved.

5.2 Administration recommended a reduction of the summer 2012 Sinking Fund projects in consideration of maintaining funds for future capital project needs. The recommendation was to only move forward with the 2012 summer projects previously approved by the Board of Education for the Adams Elementary school (electrical, ceiling upgrades) of $323,182 and District concrete replacement of $20,000. There will be approximately $1 million remaining in the sinking fund after these projects have been completed in addition to PRME funds available from recent sales of MPS properties. We may need to look at the possibility of new millage in the near future for capital projects, technology, etc.

Motion carried unanimously.

**For Information:**

5.3 Mr. Gary Verlinde presented the New Professional Staff Evaluation Policy, which he will bring for approval in 28 days. It is recommended that the Board have a general policy regarding professional staff evaluations. A policy regarding the evaluation tool and system will provide staff with a clear understanding of the criteria and procedures of the evaluation process due to recently adopted Legislative changes. The changes have been communicated to staff and have been in effect since early September. The proposed Board policy is wholly consistent with the language of the law.

_The Board of Education, through the powers derived from the School Code and other relevant statutes, is responsible for the employment and discharge of all personnel. To carry out this responsibility, with involvement of professional staff, it delegates to the Superintendent the function of establishing and implementing a rigorous, transparent, and fair performance evaluation system that does all of the following:_

A. evaluates the employee’s job performance at least annually while providing timely and constructive feedback.

B. establishes clear approaches to measuring student growth and provides professional staff with relevant data on student growth

C. evaluates an employee’s job performance, using multiple rating categories that take into account data on student growth as a significant factor. For these purposes, student growth shall be measured by national, State, or local assessments and other objective criteria.

D. uses the evaluations, at a minimum, to inform decisions regarding all of the following:
   1. the effectiveness of employees, so that they are given ample opportunities for improvement
   2. promotion, retention, and development of employees, including providing relevant coaching, instruction support, or professional development
   3. whether to grant tenure or full certification, or both, to employees using rigorous standards and streamlined, transparent, and fair procedures
4. removing ineffective tenured and untenured employees after they have had ample opportunities to improve, and providing that these decisions are made using rigorous standards and streamlined, transparent, and fair procedures.

The staff evaluations program shall aim at the early identification of specific areas in which the individual professional staff member needs help so that appropriate assistance may be provided or arranged for. A supervisor offering suggestions for improvement to a professional staff member shall not release that professional staff member from the responsibility to improve. If a professional staff member, after receiving a reasonable degree of assistance, fails to perform his/her assigned responsibilities in a satisfactory manner, dismissal, or non-renewal procedures may be invoked. In such an instance, all relevant evaluation documents may be used in the proceedings.

Evaluations shall be conducted of each professional staff member as stipulated in the Teacher Tenure Act, the revised School Code, the Superintendent’s administrative guidelines and as directed by the Michigan Department of Education. A professional staff member shall be given a copy of any documents relating to his/her performance which are to be placed in the personnel file.

The evaluation procedure set forth above in this policy shall be in effect as of September 1, 2011.

The policy shall not deprive a professional staff member of any rights provided by State law or contractual rights consistent with State law.

6. **FINANCE**

   **For Information:**

   6.1 The following gifts, which total $3,275 have been received and processed:

<table>
<thead>
<tr>
<th>McKay Press</th>
<th>Web cores for art projects at various MPS schools</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Dow High Music Parents</td>
<td>Sheet music and music supplies for H. H. Dow High School</td>
</tr>
<tr>
<td>(2) Chestnut Hill PTO</td>
<td>Library books for Chestnut Hill</td>
</tr>
<tr>
<td>(3) Stand in the Gap for Educational Excellence c/o Midland Area Community Foundation</td>
<td>Support for MPS Business Professionals of America, drama, debate, forensics, National Honor Society and international affairs</td>
</tr>
</tbody>
</table>

Appropriate thanks to the donors was recommended.
7. **HUMAN RESOURCES**

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

   **For Information:**

   7.1 The following staff member announced her retirement effective as of the date indicated:

<table>
<thead>
<tr>
<th>Name</th>
<th>Assignment</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lorrie Wallace</td>
<td>Bus Driver, Transportation</td>
<td>March 16, 2012</td>
</tr>
</tbody>
</table>

8. **CORRESPONDENCE TO AND FROM THE BOARD OF EDUCATION**

   **For Information:**

   8.1 Letters from the Board of Education or the school system to:
   - Midland High School Athletic Booster Club
   - Mrs. Martha Melchi
   - Mr. Charles Thornton
   - Adams Elementary P.T.O.
   - Mrs. Janet McGuire, Midland Area Community Foundation

9. **SCHEDULED ACTIVITIES**

   **For Information:**

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

   - 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   4 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
10. 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.

10.1 Hearing from Board Members: The Booster Bash was a huge success; many people came out and had a wonderful time in support of this great cause. Kudos to the Athletic Boosters from both high schools and especially to the Booster Bash committee members for their collaboration and teamwork. It was fun to see all of the athletic directors, coaches and teachers at the event, having fun and working the different stations. The proceeds from the Booster Bash will truly benefit future MPS athletes.

Thank you to all of the employees who spoke this evening--for your heart-felt passion, energy and support for each other. We all know this is a very difficult time in public education, not just in Midland but across the State. The past ten years haven’t been the same especially with the negative impact of Proposal A on our district, our decreasing enrollment, drastically reduced State funding, and the pen stroke of the former Governor that severely affected 20J funding. Even with all of the cuts we’ve made in recent years, the district still has a challenging future financial outlook. We do worry about district morale and unity but know we have to solve our own financial challenges; we can’t have this district in a crisis situation with no fund balance. We need to have confidence that our finances are transparent. We are taking into consideration information from all sides; we need everyone to have confidence that both sides will work together so the best decisions are made and our MPS family can move forward with both sides finding a common solution.

Thank you to our teachers and all of our employee groups for doing more with less. Please know you have our respect. We are truly thankful that even with the recent drastic changes we have been forced to make, our students are still demonstrating tremendous success; Midland Public Schools continues to produce some of the top students in the state. Mr. Jaster, principal of Northeast Middle School, had wonderful comments about the staff and members of the community who have been working together to bring the fire damaged rooms back in shape for teachers and students who were displaced from classrooms after the recent fire. Tomorrow night is the Spanish Fiesta; we are looking forward to this fun evening. Spring break is coming next week; we hope all of our students have a relaxing time with their families.

10.2 Announcements from Superintendent Ellinger

- The Booster Bash was wonderful Friday evening. It created a new standard for fund raising for public schools. The event was very well attended and supported by the community.
- Saturday’s choral festival at Central Middle School had over 400 students on the stage and in the aisles performing at one time. The auditorium was packed. There was excitement in the air felt not only by the audience but also by the middle school students who had the opportunity to perform with the very impressive high school choirs.
- Thirty-Three H. H. Dow High School students had the opportunity to compete with over 2500 other Michigan High School students at the Michigan DECA State Career
Development Conference the weekend of March 9 in Dearborn for a chance to represent Michigan at the DECA International Career Development Conference. The Dow High DECA students did an outstanding job and received numerous awards at the State competition. Congratulations to the three Dow High students who have qualified to compete in the International Competition Salt Lake City in April. Congratulations to all Dow High DECA students for their hard work and great accomplishments at the State DECA conference.

- The H. H. Dow High varsity competitive cheer team recently received an award from the Competitive Cheer Coaches Association of Michigan as having the top Division 1 GPA in the state! Congratulations Dow High Varsity Competitive Cheer!
- Great job to all of the students who volunteered to work at the Kids Against Hunger event Saturday, March 10. Volunteers packaged 50,466 meals in under 4 hours time!!
- The MPS Youth in Government team returned Sunday, March 18, from four days of debate and fun in Lansing. Over 900 students participated and less than 20 individual awards were granted: Midland took two of these awards. Three bills passed from our Midland delegation. What a wonderful accomplishment by these accomplished, civic-minded MPS students.
- Congratulations to the MHS Forensics team for bringing home the 3rd place Bronze Team Trophy from the Saturday, March 17, invitational at Walled Lake Western High School. The team moves on to regional competition on March 29.
- Central’s Forensic Team has done very well this year. They have already won some high school tournaments in the area. This past Saturday, the Central Middle School Forensics team traveled to the University of Michigan National Invitational Tournament. There were 39 high schools and 8 middle schools and nearly 500 individual contestants. The Central team ended up 4th place among the 15 schools in the silver division. However, Central Middle School finished as the TOP Middle School in the tournament. Congratulations Central Middle School Forensics Team and their coach, Mr. Jeff Hayes!
- Congratulations to the students who participated in the SVSU Math Olympics Friday, March 23. Congratulations to the Northeast student who took 1st place overall in the Level 1 test!! Also MHS Level 1 Testers placed 3rd as a team overall among area high schools. Congratulations to all who participated and did so well at this event!
- This past weekend BPA students competed at the state level and once again placed among the best Business students in the State. Congratulations to the six students who will be representing MHS at the National level in Chicago.

11. **ADJOURNMENT**

The meeting was adjourned at 9:23 p.m.

President: _________________________  Secretary: _________________________

Kenneth D. Mault                                                Lynn M. Baker

Approved by the Board on:

C. Young 16-April-2012