

BOARD OF EDUCATION
MINUTES – May 14, 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, May 14, 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,
 Treasurer Ohle,
 Member Brandstadt,
 Member Gorton,
 Member Kaminski

Board member absent: Secretary Baker

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

Visitors present: 78 Staff, citizens and guests

2. BOARD OF EDUCATION MATTERS

For Information:

Wasserman/Ohle moved to table this item until the May 29, 2012 Board meeting.

2.1 Mr. John Searles, MCESA Superintendent and Mr. Duane Reyhl, MCESA Chief Financial Officer were scheduled to make the 2012-13 Midland County Educational Service Agency’s proposed budget presentation. Due to unforeseen circumstances, they called and requested to make their presentation at the May 29, 2012, MPS Board of Education meeting instead.

Motion carried unanimously

3. CONSENT AGENDA

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

3.1 Approval of the Regular Meeting minutes of Monday, April 16, 2012, and the Budget Workshop minutes of April 30, 2012.

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

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Scott Lippoldt	.5 Teacher, Carpenter Elementary	June 9, 2012
Brian A. Kohl	1.0 Teacher, Siebert Elementary	June 9, 2012

- 3.3 Approval was requested to purchase hardware and software to upgrade our current finance information system to eFinancePlus 5.0. This upgrade project will replace current hardware that is over 7 years old that has reached the end of product life. The software portion of the upgrade will upgrade our finance information system software from version 4.3 to 5.0 and include several enhancements such as business work flows, employee self-service, enhanced state and federal reporting and many other features and technical enhancements. The total project cost will be \$115,735.56. Approval was requested to deliver the necessary purchase orders to Sungard Public Sector of Bethlehem, PA for \$47,833, Trivalent Group of Mt. Pleasant, MI for \$47,115.36 and Microsoft for \$20,787.20. Sungard is our current, and preferred, software vendor for our finance and student information systems. Trivalent is our preferred and sole source education provider of Hewlett-Packard server equipment.

- 3.4 The district Staff/Curriculum Development Committee recommended 23 proposals, listed below, for your consideration at the April 16, 2012 Board meeting. The administration recommended approval at this meeting. These proposals will be implemented based on the available funding as approved in the 2012-13 budget.

AP Advanced Biology Curriculum Modification	2,452
AP Computer Science A H	2,062
IB Math HL 1 / Pre-Calculus H	1,999
Financial Math	2,653
DIBELS Next	16,654
Kindergarten	2,615
Survey of Spanish 2	3,922
Curr Updates for World Language DP IB Programme	3,922
Building Technology Instructional Leaders	15,147
HS Technology Standards	7,134
Technology as a Necessary Tool for Teaching & Learning	3,288
CAD 1 & CAD 2 / Mechanical Drafting	1,961
Digital Multimedia & Information Resource Design	2,615
Sales Management	1,307
Grade Level & Progress Monitoring Meetings	5,627
Leadership Team Meetings	3,088
Illuminate Web-Based IEP Training	5,149
PYP / MYP Exploration and Study	16,683
IB Evaluation Planning	6,000
IB Consultant	3,500
New Tech	20,000
Differentiated Instruction	15,816
Carpenter Focused Instruction	<u>3,391</u>
Total	\$146,985



- 3.5 A study committee of administrators from the central office and both high schools submitted this change to the commencement participation policy for foreign exchange students for your consideration at the April 16, 2012 Board meeting. The administration recommended approval.

If a student in an approved foreign exchange program has earned senior status in their home school for the year they are exchanging, is in good academic and disciplinary standing and earns five credits in an MPS high school, the exchange student would be allowed to participate in Midland Public Schools' commencement activities.

The Midland Public Schools will accept foreign exchange students at the high school level only.

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

FIRM	DATE	AMOUNT	PURPOSE
Thrun Law Firm, P.C.	4/26/2012	\$1,049.41	Professional Services
AMOUNT DUE		\$1,049.41	

Motion carried unanimously.

4. REQUESTS TO ADDRESS THE BOARD

The following audience members addressed the Board with regard to:

- 4.1 Tom McNamara, 1306 Wakefield, being a fully-vested member of Midland Public Schools. Jeannie Townsend 4057 Fraser Road, Bay City, teacher negotiations.

5. BOARD OF EDUCATION MATTERS

PRESENTATIONS TO THE BOARD

For Action:

- 5.1 Ohle/Kaminski moved that the following item be approved by a role call vote.

The Summer Tax Rate was read aloud by Vice President Wasserman as follows:

***WHEREAS**, this Board of Education was authorized by the electors of the Midland Public Schools on May 3, 2005 to assess up to 18 mills of the taxable valuation of the school district for 10 years, 2006-2015, for the general operating fund, subject to the limitations of Article 9, Section 31 of the Michigan Constitution of 1963, as amended; and*

***WHEREAS**, Section 1211 of the Revised School Code, as amended, provides that the Board of Education of the school district may levy 18 mills of the taxable valuation of non-homestead property within the school district for school operating purposes and exempts principal residence, qualified agricultural, qualified forest, industrial personal, and commercial personal property from such levy; and*



WHEREAS, Section 1211 of the Revised School Code, as amended, further provides that if the foundation allowance of a school district calculated under Section 20 of the state School Aid Act for the 1994-95 state fiscal year was more than Six Thousand Five Hundred Dollars (\$6,500) per pupil, such school district may reduce the number of mills from which principal residence, qualified agricultural, qualified forest, industrial personal, and commercial personal property are exempted by up to the number of mills, as certified by the Michigan Department of Treasury, required for the school district's combined state and local revenue per membership pupil for the school fiscal year ending in 1995 to equal the school district's foundation allowance for the state fiscal year ending in 1995, and may levy that number of mills in succeeding years for school operating purposes on principal residence, qualified agricultural, qualified forest, industrial personal, and commercial personal property, subject to certain limitations; and

WHEREAS, the supplemental millage rate applicable to principal residence, qualified agricultural, qualified forest, industrial personal, and commercial personal property of the Midland Public Schools for the 1994-95 fiscal year was certified by the Michigan Department of Treasury as 5.6523 mills; and

WHEREAS, the Midland Public Schools has taken the action required by Section 1613 of the Revised School Code, as amended, to conduct a summer tax levy for 2012, and communicated such action to the City of Midland by letter dated November 15, 2011; and

WHEREAS, Public Act 38 of 1999, being MCLA 211.39, requires that millage rate assessments be rounded down to four decimal places;

NOW, THEREFORE, BE IT RESOLVED, that there be spread on the 2012 Summer Tax Roll a tax levy on the taxable value of non-homestead property of the school district within the City of Midland of 9 mills for the general operating fund; and

RESOLVED FURTHER, that there be spread on the 2012 Summer Tax Roll a tax levy on the taxable value of principal residence, qualified agricultural, qualified forest, and industrial personal property of the school district within the City of Midland of 1 mill for the general operating fund; and

RESOLVED FURTHER, that there be spread on the 2012 Summer Tax Roll a tax levy on the taxable value of commercial personal property of the school district within the City of Midland of 4 mills for the general operating fund; and

NOW THEREFORE, BE IT RESOLVED, that if the revenues produced by the above levies for operating purposes result in revenues exceeding or falling short of the limits specified in Section 1211 of the Revised School Code, as amended, such difference shall be made up in the school district's next regular tax levy, in accordance with such section; and

RESOLVED FURTHER, that the Clerk of the City of Midland be and hereby is authorized and instructed on behalf of the Midland Public Schools to assess and spread the amounts and only those amounts required by the above mills on the 2012 Summer Tax Roll.

Motion carried by those members present (6-0).

Wasserman/Ohle moved that the following item be approved.

- 5.2 It was recommended that the Board have 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 changes. The changes have been communicated to staff and have been in effect since early September.

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. M.C.L.A 380.1249 (AS AMENDED); NEOLA 2011

Motion carried unanimously.

Ohle/Brandstadt moved that the following item be approved.

5.3 Mr. Ellinger presented the 2012-13 Capital Projects for approval.

A. Bids have been accepted, and a tabulation provided for District Painting at Dow High School and Plymouth Elementary School. The work to be performed includes interior painting at these buildings. The administration recommended issuing a purchase order to the low bidders as listed below. These projects were previously approved by the Board of Education, and funding is included in the 2012 Capital Fund Projects.

Dow High School	Thermico Inc., Midland, MI	\$42,610.00
Plymouth Elementary	Thermico Inc., Midland, MI	\$3,130.00

B. Bids have been accepted and a tabulation provided for district parking lot crack sealing. The work to be performed includes asphalt parking lot and drive crack sealing at six selected school building sites. The project is scheduled to be completed before the start of school this fall. The administration recommended issuing a purchase order to the low bidder, Highway Maintenance Construction recommended of Romulus, MI for the amount of \$10,477. This project was previously approved by the Board of Education, and funding is included in the 2012 Capital Projects.

C. Bids have been accepted and a tabulation provided for district concrete replacement. This project includes concrete sidewalk and slab area replacement. The project is scheduled to be completed before the beginning of classes this fall. The administration recommended issuing a purchase order to the low bidder Steve Krotzer Contracting of Midland, Michigan for the amount of \$12,545. This project was previously approved by the Board of Education, and funding is included in the 2012 Sinking Fund budget.

D. Bids have been accepted and a tabulation provided for asbestos abatement. The work to be performed includes abatement of floor tile at Adams Elementary School. The project is scheduled to be completed prior to the start of school this fall. The administration recommended issuing a purchase order to the low bidder, Diversified Environmental of Bay City, MI for the amount of \$21,215. This project was previously approved by the Board of Education, and funding is included in the 2012 Sinking Fund Projects.

E. Bids have been accepted and a tabulation provided for district fence repair. This project includes repairs to existing fencing and replacement of damaged chain link fabric. The project is scheduled to be completed before the beginning of classes this

fall. The administration recommended issuing a purchase order to the low bidder American Fence Company of Bay City, MI for the amount of \$4,658. This project was previously approved by the Board of Education, and funding is included in the 2012 Capital Projects budget.

Motion carried unanimously.

For Information:

- 5.4 Superintendent Ellinger announced the recipients of the 2011 MPS Safety Excellence Awards. The following six buildings were employee accident free in 2011: Bus Garage, Chestnut Hill Elementary School, Franklin Center, Grounds Department, Jefferson Middle School and the Maintenance Department. Award certificates were presented at staff meetings on April 27.
- 5.5 In light of recent changes in law that specify additional “prohibited subjects of bargaining,” Administration will bring to the Board at its May 29 meeting, a recommendation for approval of a NEOLA policy that clearly defines the full powers of the Board. Among these subjects are assignment of teachers, layoff and recall procedures, evaluation and observation systems, performance-based compensation, and discipline and discharge. The full policy is available to the public for comment prior to the consideration of approval at the May 29 Board Meeting.

0121 Authority

The supervision of this District shall be conducted by the Board of Education, hereinafter sometimes referred to as the “Board”, which is constituted and is governed by the laws of the State of Michigan.

M.C.L. 380.1201 et. Seq.

0122 Board Powers

The District shall operate as a General Powers School District. As such it has all of the rights, powers, and duties expressly stated in statute; may exercise a power implied or incident to any power expressly stated in statute; and, except as provided by law, may function related to the operation of the District in the interests of public elementary and secondary education in the District, including, but not limited to, all of the following:

- A. *Educating Students. In addition to educating students in grades K-12, this function may include operation of preschool, lifelong education, adult education, community education, training, enrichment, and recreation programs for other persons.*
- B. *Providing for the safety and welfare of students while at school or at a school-sponsored activity or while enroute to or from school or a school-sponsored activity.*
- C. *Acquiring, construction, maintain, repairing, renovating, disposing of, or conveying school property, facilities, equipment, technology, or furnishings.*
- D. *Hiring, contracting for, scheduling, supervising, or terminating employees, independent contractors, and others to carry out District powers.*

- E. *Receiving, accounting for, investing, or expending District money; borrowing money and pledging District funds for repayment; and qualifying for State-School Aid and other public or private money from local, regional, State, or Federal sources.*

The District may enter into agreements or cooperative arrangements with other entities, public or private, or join organizations as part of performing the functions of the School District.

The District is a body corporate and shall be governed by a school board. An act of this Board is not valid unless approved, at a meeting of the Board, by a majority vote of the members lawfully serving on the Board.

*The Board may submit a measure proposition, or question concerning the management of the District or the improvement of the educational process to the electorate in accordance with the procedures described in **M.C.L.** Section 1032.*

The Board shall adopt bylaws. These bylaws may establish or change Board procedures, the number of Board officers, titles and duties of Board officers, and any other matter related to effective and efficient functioning of the Board.

The Board has authority, based on statute, to make decisions regarding the following subjects without resort to prior bargaining:

- A. *The policyholder of the District's group insurance program*
- B. *The starting day for the school year and the amount of student contact time to receive full State school aid*
- C. *The composition of the District's site-based, decision-making groups or school-improvement committees*
- D. *The decision whether or not to have inter-district and intra-district open-enrollment opportunities*
- E. *The decision whether or not to permit authorization of Charter Schools (public school academies)*
- F. *Contracting with outside parties for non-instructional support services including the procedures for obtaining a contract, the identity of the outside party, and the impact on individual staff members or a bargaining unit*
- G. *Use of volunteers*
- H. *Decisions regarding the use of experimental or pilot programs including staffing, use of technology, provision of the technology and the impact on individual staff members or a bargaining unit*
- I. *Compensation or reimbursement of a staff member for monetary penalties imposed on the staff member under **M.C.L.** 423.201, 202, 206, and 215*
- J. ***Any decision regarding the placement of teachers, or the impact of that decision on an individual employee or the bargaining unit***
- K. ***Decisions about the development, content, standards, procedures, adoption and implementation of policies regarding personnel decisions when conducting a staffing or program reduction or a position elimination for staff covered under the Teacher Tenure Act (M.C.L. 38.71), as well as decisions regarding recall or hiring after any such reduction This includes the impact of any such decisions on an individual employee of the bargaining unit.***

- L. *Decisions about the development, content, standards, procedures, adoption and implementation of a performance evaluation system under M.C.L. 380.1249 for teachers and administrators*
- M. *Decisions concerning the content of a teacher's or administrator's performance evaluation or the impact of such decision*
- N. *Decisions about the format, timing or number of classroom observations required for evaluation under the Teacher Tenure Act (M.C.L. 38.83a)*
- O. *Decisions concerning the classroom observation of an individual teacher, and the impact of such decision on an individual teacher or the bargaining unit*
- P. *Decisions about the development, content, standards, procedures, adoption and implementation of the method of performance based compensation for teachers and administrators in accordance with M.C.L. 380.1250*
- Q. *Decisions about how performance evaluation is used to determine the performance based compensation for teachers and administrators*
- R. *Decisions concerning the performance based pay of an individual teacher or administrator, or the impact of such decision on such individual or the bargaining unit*
- S. *Decisions about the development, content, standards, procedures, adoption and implementation of a policy regarding discipline or discharge for teachers covered under the Teacher Tenure Act (M.C.L. 38.71)*
- T. *Decisions concerning the discipline or discharge of a teacher covered under the Teacher Tenure Act (M.C.L. 38.71), or the impact of such decision on an individual teacher or the bargaining unit*
- U. *Insertion of statutorily required emergency manager language into all collective bargaining agreements*
- V. *Decisions on whether to enter into an intergovernmental agreement to consolidate, to jointly perform or to collaborate on one or more functions or services (Note: the impact on employees of such decisions remains a mandatory subject of bargaining)*
 - 1. *Procedures of obtaining a contract for such an agreement to transfer of functions or responsibilities*
 - 2. *Identities of any other parties to such an agreement*

The Board may submit to the School electors a question that is within the scope of the powers of the School electors and that the Board considers proper for management of the School system or the advancement of education in the School district. Upon the adoption of a question by the Board, the Board shall submit the question to the School electors by complying with Michigan election law (M.C.L. 168.312).

M.C.L. 380.1032, 380.11a, 380.1131 et seq., M.C.L. 423.201, 202, 206, and 215; M.C.L. 168.301 et. seq.

6. CURRICULUM and INSTRUCTION

Study Committee Chair – Dr. Kaminski
Staff Resource Person – Dr. Ellison

For Information:

- 6.1 The “Curriculum and Special Services (CaSS) Study Committee Report” was read aloud by Dr. John Kaminski. The meeting was held on April 16, 2012. Members present were John Kaminski (chair), Lynn Baker and Kathy Ellison

Randy Schaedig reviewed two current programs in which science teachers are working with local business leaders to help connect their instruction with current developments in the business world. MITECH+ has been a financial supporter of both of these programs.

Healthcare

Christy Gayheart and Jen Lehman, who both teach 8th grade science at Jefferson, have been working with staff members at Mid-Michigan Health to develop an educational unit that helps students make connections between the instructional content they learn in class and the real world. The unit is project-based and requires students to work both independently and together. Students will also learn about some new technologies used at the hospital and some potential career options.

Solar Energy

Science teachers throughout the county attended two Solar Energy Education Workshops in the fall to learn how other schools across the country are integrating Solar Energy into their curriculum. Since then, three engineers from Hemlock Semiconductor have further researched best-practice and materials that have been used in schools. Recently a small group of interested teachers representing each high school in the county met to review resources and discuss next steps. Another meeting with these teachers is scheduled for early May to continue with plans and implementation.

New Tech Overview & Update

Mr. Shaedig shared a brief summary of what a New Tech high school is, and where MPS is regarding its investigation of this particular program.

New Tech is a program that is based on three core principles:

- A culture based on Trust, Respect and Responsibility
- One-to-One computing
- Project-Based Learning

Schools that choose to become part of the New Tech network can implement in one of three ways:

- School within a school
- Separate magnet school
- Whole school conversion – which is not an option for us due to the size of our high schools

Currently, MPS is investigating the possibility of implementing a New Tech option for its students. Administrators, Board members, community members, and teachers have visited New Tech schools in California, Texas, Indiana and Pinckney, MI. An additional trip to Texas is scheduled for early May. MITECH+ has been very supportive of investigations so far, and a Staff/Curriculum Development Proposal has been submitted to support further investigation next year.

IB Art Show

Dr. Ellison informed the committee that the IB Art Show was being held at the Administration Center April 20-23. An open house is scheduled for April 20th from 4:00-6:00 with additional viewing times on Saturday and Sunday. Twenty-eight students representing both H. H. Dow High School and Midland High School have over 350 works of art on display.

Staff & Curriculum Development Proposals

Dr. Ellison reviewed the Staff and Curriculum Development Proposals for this year. She described the process for submitting and how it moves through the steps of review and submission to the Board of Education and to implementation. This year's 23 proposals included four proposals for elementary, two proposal for middle school, nine proposals for high school, and eight proposals for K-12. Technology

submitted three proposals and there is one proposal to support New Tech investigation and one to continue the investigation of IB in the primary and middle school years.

Building Tour / Discussion

As Dr. Kaminski had not had a tour of the Science Center previously, Randy provided a tour in which he described the science kit program and shared some of the other uses of the building. After the meeting, Mr. Schaedig showed Lynn Baker the rooms that are used by "The Charge," the district's FIRST Robotics team which is led by Sean Murray from Dow HS.

- 6.2 The following textbooks were presented for the 28-day period of examination. These books are available for review at the office of Curriculum and Instruction.

This book will be used for Financial Math in grade 12:

Title: Mathematics for Business and Personal Finance
Authors: Lange & Rousos
Publisher: Glencoe
Copyright: 2010

This book will be used for IB Math HL 1 / Pre-Calculus H in grades 11 and 12:

Title: Precalculus with Limits
Authors: Larson
Publisher: Brooks/Cole Cengage Learning
Copyright: 2011

7. **FINANCE**

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

For Information:

- 7.1 The "Finance, Facilities and Operations (FFO) Study Committee Report" was read aloud by Mr. Rick Ohle (chair). The meeting was held on April 26, 2012. Members present were: Rick Ohle (chair), Gerald Wasserman, John Kaminski, Carl Ellinger, Gary Verlinde, Linda Cline, Carol Laux.

Mrs. Cline presented a draft of the 2012-13 budget projections that will be discussed at the April 30 Board of Education Budget Workshop. She began with a review of local, regional and state demographics and showed how they support the enrollment projections provided by Stanfred Consultants. Fall 2012 enrollment is projected to be 101 students less than the fall 2011 enrollment. Since there have been three different state school aid bills introduced, three distinct scenarios have been developed using the revenue forecasts from each. Expense assumptions used for the workshop include:

- 6.5 additional teaching staff needed as a result of increasing kindergarten to a full day
- An increase in the state retirement payroll tax from 24.46% to 27.37%
- A 1.2% increase in medical costs (estimate will be revised based on 2011-12 actual expenses through May)
- A 3% increase in the cost of insurance

- An \$80,000 increase in printing and copying costs. This is the result of our current service provider declaring bankruptcy, leaving us in the position of needing a new service provider. Through a careful bid process, we have selected Michigan Office Solutions as our new provider of service and equipment. A recommendation to authorize the Superintendent to sign a capital lease will be brought to the May 14 meeting.

All estimates and assumptions will be revised as new information becomes available in the weeks ahead.

Mr. Verlinde gave an update on negotiations with the Midland City Education Association. Meetings continue with the assistance of a mediator.

The next regular meeting will be on Tuesday, May 22, 2012.

7.2 The following gifts, which total \$15,646.39, have been received and processed:

	Donor	Purpose	Amount
(1)	Eastlawn PTO	Headphones for the Eastlawn Computer Lab	\$ 254.70
(2)	Plymouth PTO	Audience Response System Plus Three Additional "Clickers"	\$ 1,301.40
(3)	Midland High School Athletic Booster Club	Softball Batting Cage for Midland High School	\$ 1,079.00
(4)	Adams PTO	Furniture for the Adams Media Center	\$ 1,323.29
(5)	Midland High School Music Parents Association	Accompanist for the Midland High School Choir	\$ 600.00
(6)	Laura Currie	Support for the Dow High School Softball Program	\$ 2,400.00
(7)	Robert Bartlett Family	R. Bartlett Memorials in Support of the Midland High School Band and Orchestra Programs	\$ 1,050.00
(8)	Dorothy O. Minikel Business Education Endowment Fund through the Midland Area Community Foundation	Support for MHS & DHS Student Participation in 2012 National DECA and BPA Events	\$ 3,000.00
(9)	Midland Kiwanis Foundation	Eastlawn 5th Grade Trip to the Henry Ford Museum	\$ 3,500.00
(10)	Woodcrest PTO	Teachers' Wish List Items	\$ 902.00
(11)	Heather Bradley	Donation to Extra Curricular Activity Fee Scholarship Fund	\$ 150.00
(12)	Sheldon Baker	Donation to Extra Curricular Activity Fee Scholarship Fund	\$ 36.00
(13)	Erin Bradley	Donation to Extra Curricular Activity Fee Scholarship Fund	\$ 50.00

Appropriate thanks to the donors is recommended.

For Approval:

Ohle/Wasserman moved that the following item be approved.

- 7.3 Approval was requested to enter into a sixty month lease and service agreement with Michigan Office Solutions and Team Financial Group, Inc. to provide copiers, printers, maintenance, and supplies for all buildings in the district. The monthly lease will be \$30,687.20 and monthly maintenance costs are estimated to be \$8,112. The total estimated cost of this agreement is \$2,327,952. This will replace our current lease and service agreement with American Output and Capital Advantage Leasing and is necessary because of American Output's bankruptcy and inability to fulfill its contract, originally entered into in the fall of 2007. The district is working with legal counsel to explore options for recovering costs it has incurred as a result of the bankruptcy, but needs to move ahead with a plan to support copying and printing needs which average 1,629,000 pages per month. After an extensive study and bid process, it has been determined that an entirely new agreement is more cost-effective than maintaining the current lease and entering into a service agreement with a new company. The Manager of the Business Office and the Manager of Technology have worked collaboratively to identify and interview vendors that best meet our needs; Michigan Office Solutions have also been selected by Bullock Creek and Coleman.

Motion carried unanimously.

8. HUMAN RESOURCES

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

For Information:

- 8.1 The Board and staff extended their deepest sympathy to the family of Russell Baker who passed away on April 18, 2012. Dr. Baker began his career with Midland Public Schools in 1965 as the Director of Secondary Education. Upon his retirement in 1993, Dr. Baker was the MPS Assistant Superintendent.

The Board and staff extended their deepest sympathy to the family of Eileen Jenkins who passed away on May 1, 2012. Ms. Jenkins served as a Bus Driver for Midland Public Schools from 1978 through 1996.

The Board and staff extended their deepest sympathy to the family of Carolyn Kruse who passed away on May 8, 2012. Ms. Kruse taught at Plymouth Elementary School for 20 years, retiring in 1978.

For Action:

Wasserman/Kaminski moved that the following item be approved.

- 8.2 Due to recent changes in section 1250 of the Revised School Code, each district in the State of Michigan is required to implement a "performance-based compensation" system for teachers. Administration recommends Board approval of a system in which each teacher who receives a "highly effective" rating on his or her annual evaluation is



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rewarded with \$150, deposited in a 403(b) account set up by the teacher. The deposit will be made no later than July 31 for the “highly effective” rating earned in the previous fiscal year.

Motion carried unanimously.

Wasserman/Kaminski moved that the following item be approved.

8.3 The District and the Midland City Education Association have reached an agreement on the calendar for the 2012 – 2013 school year. It includes 174 days of instruction and 186 work days for teachers, which includes 36 hours of professional development. School will start for students on September 4, 2012 and end on June 12, 2013.

S	M	T	W	Th	F	S	S	M	T	W	Th	F	S
July 2012							January 2013						
1	2	3	H	5	6	7			H	V	V	V	5
8	9	10	11	12	13	14	6	7	8	9	10	11	12
15	16	17	18	19	20	21	13	14	15	16	17	18	19
22	23	24	25	26	27	28	20	E	E	E	PD	(R)	26
29	30	31					27	[28]	29	30	31		
August 2012							February 2013						
			1	2	3	4						1	2
5	6	7	8	9	10	11	3	4	5	6	7	8	9
12	13	14	15	16	17	18	10	11	12	13	14	PD	16
19	20	21	22	23	24	25	17	V	19	20	21	22	23
26	O	PD	R	R	V		24	25	26	27	28		
September 2012							March 2013						
						1						1	2
2	H	[4]	5	6	7	8	3	4	5	6	7	8	9
9	10	11	12	13	14	15	10	PD	HSC	MSC	EC	15	16
16	PD	18	19	20	21	22	17	18	19	20	21	22	23
23	24	25	26	27	28	29	24	25	26	27	28	h	30
30							H						
October 2012							April 2013						
	1	2	3	4	5	6							6
7	8	9	10	11	PD	13	7	8	9	10	11	12	13
14	15	16	17	18	19	20	14	15	16	17	18	19	20
21	22	23	24	HSC	26	27	21	22	23	24	25	26	27
28	29	30	31				28	PD	30				
November 2012							May 2013						
			1	2	3					1	2	3	4
4	5	PD	MSC	EC1/2	9	10	5	6	7	8	9	10	11
11	12	13	14	15	16	17	12	13	14	{pd}	16	17	18
18	19	20	21	H	h	24	19	20	21	22	23	24	25
25	26	27	28	29	30		26	H	28	29	30	31	
December 2012							June 2013						
						1							1
2	3	4	5	6	7	8	2	3	4	5	6	G	8
9	10	11	{pd}	13	14	15	9	E	E	(E)	R	14	15
16	17	18	19	20	21	22	16	17	18	19	20	21	22
23	h	H	V	V	V	29	23	24	25	26	27	28	29
30	h						30						



First Semester			Second Semester		TOTAL
<u>Days of Pupil Instruction</u>		<u> </u> = 87	<u>Days of Pupil Instruction</u>		87 = 174
Teachers' Record Days No School		R = 3	Teachers' Record Days No School		1 = 4
Professional Development Days No School		PD = 5	Professional Development Days No School		3 = 8
HSC = High School conferences evening		5:00-8:00 pm	HSC = High School conferences evening		5:00-8:00 pm
EC = Elementary conferences		5:00-8:00 pm	EC = Elementary conferences		5:00-8:00 pm
Early Release Grades K-5		1:00-4:00 pm	MSC = Middle School conferences		5:00-8:00 pm
MSC = Middle School conferences		5:00-8:00 pm			

Motion carried unanimously.

9. CORRESPONDENCE TO AND FROM THE BOARD OF EDUCATION

For Information:

9.1 Letters from the Board of Education or the school system to:

- The Midland Area Community Foundation
- Midland Kiwanis Foundation
- Mr. and Mrs. Scott Thiele
- H. H. Dow High School Athletic Booster Club

10. SCHEDULED ACTIVITIES

For Information:

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

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

11. 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.

11.1 Hearing from Board Members: Thank you to this evening's gift donors for your generosity and to all of our very generous gift donors who have supported and remembered our students, staff and programs during the 2011-12 school year. Thank you for the collaboration regarding the approved 2012-13 MPS school calendar. Our parents and community members appreciate having the calendar set for next year. Thank you to everyone who came tonight and stayed for the entire meeting. It was also nice to see so many students here this evening. Thank you to everyone who put together the 23 staff development proposals; we realize a lot of hard work went into developing these important and worthwhile opportunities for our staff members. Congratulations to the buildings who were acknowledged this evening as being employee accident free for 2011. We were sad to learn of the passing of Dr. Russell Baker and wish our sincere condolences to his family. Dr. Baker served as a mentor for many in the District and shared his wisdom and experience with students, staff and programs at MPS before he formally retired. Congratulations and best wishes to the 2011 Gerstacker winners who were honored last Thursday evening. We were so impressed by all of the recipients' co-workers for the thought and planning that went into each presentation; it made the announcement of each winner very, very special. Thank you also to the Gerstacker committee members for their planning and hard work that made this a very special event and celebration. With prom and graduation season upon us, it is our wish that all of our students stay healthy and safe. The recent IB Art Show at the Administration Center was amazing. Congratulations to the Midland High cast and crew of *Anything Goes*. It was a wonderful production. Ms. Baker, through a message she sent to Mr. Mault, expressed her excitement about her recent Texas New Tech schools visit. We are happy that we are still at the negotiations table and are encouraged about the negotiations sessions scheduled for later this month.

11.2 Announcements from Superintendent Ellinger

- Thank you to MiTech+ for providing the funding for the majority of the expenses for the recent trip to Texas for the 15 people who toured two New Tech high schools in the Dallas area.
- For the next three years in a row we will have to request millages from our community to maintain our current levels of funding.
- *US News and World Report* ranked our MPS high schools in the top 50 in the State of Michigan--DHS was ranked 32nd and Midland high was ranked 48th; they were ranked among the top 5% of high schools in the State of Michigan.
- Over \$295,800 has been donated by members of our community during the 2011-12 school year.
- Congratulations to the Midland High student who was named Saginaw Valley League Hockey MVP of the year.
- Kudos to all of the MHS Big Brother/Big Sister volunteers – over 50 Chemics gave of their time to meet once a week with their “little” brother/sister this year!
- Congratulations to the Science Olympiad Team from Jefferson Middle School who took third place at the regional level!
- Congratulations to the Dow High marketing students who were chosen as finalists for the 2012 International Credit Association of Eastern Michigan Creative Writing Contest.
- Dow High School attended the District Band Festival in March and the judges rated the Gold, Green and Symphonic Bands with all 1's.

- Dow High School Orchestra attended the District Festival and they were also rated all 1's for their performances.
- Congratulations to Lori Kraut from Adams Elementary for being awarded the Harold Peterson Award for Excellence in Teaching from SVSU
- Congratulations to Mary Jo Griffin, Adams Elementary, who was chosen to receive a scholarship from The DOW Chemical Company and will be attending a professional development opportunity at the Smithsonian in Washington, D.C. this summer.
- H.H. Dow students continue to score well on state and local math competition tests. Of approximately 10,000 students who took the MMPC (Michigan Mathematics Prize Competition), 29 Dow students ranked among the top 1,000 and qualified for taking part II. Congratulations to the Dow High student who scored among the top 200 and the student who scored among the top 100.
- In the SVSU Math Olympics, as a school, Dow won first place for the Level 2 Team award and first place for the Combined Team award.
- Through the dedicated work of Mr. Sean Murray, Dow continues to earn high recognition on the MML (Michigan Mathematics League). This year Dow was 1st in the region, 8th in the state for all schools and 5th in the state when only public schools are considered.
- All 8th grade Jefferson students participated in the recent "Reality Store". A huge thank you to the over 70 community volunteers who made this event an excellent learning experience.
- Congratulations to Amy Bushey who won the National Forensics High School Outstanding Speech, Debate, and Theatre Educator Award for the state of Michigan.
- Congratulations to the staffs of the DHS Update, Update online, and Yearbook! They received 32 individual awards and both the newspaper and website each received a Spartan award, and the yearbook received a silver award. Congratulations to Cammie Hall and her students.
- On April 28, MPS students participated in the Michigan Industrial Technology Education (MITES) Association Regional Craftsmanship Fair held in Mt. Pleasant. Congratulations to the DHS CAD Program students who earned first, second, third place and honorable mention awards. Midland High welding program students who took first and second place awards; and Jefferson Middle School computer design students who had first place winners. Congratulations to all of these talented and skilled students and to their teachers Steve Last and Corey Pawlak.
- 3 DECA members from H.H. Dow High School recently traveled to Salt Lake City, Utah for International Career Development Competitions. 15,000 DECA students from over the world competed in International Competition. Congratulations to the three Dow High students who qualified for this level of competition and being in the top 10% of DECA Students in the World. In addition, a special congratulations goes to the student who placed in the top 10 Sports and Entertainment Marketing students in the world!
- Congratulations to this year's Saginaw Valley League Student Athletes.
- Congratulations also to this year's SVL Teachers of the Year are Jennifer Sisco and Karen Martin.
- Congratulations to this year's Gerstacker winners—Amy Bushey, Penny Church, Tracey Moeggenberg and Mary Zeitler.
- Congratulations to Mrs. Lombardo and the cast and crew of *Anything Goes* for their amazing production this past weekend.



12. **CLOSED SESSION**

12.1 At 8:07 p.m. Wasserman/Ohle moved that the Board go into Closed Session for the purpose of discussing negotiation matters. A roll call vote was taken to go into closed session. Motion carried by those members present (6-0). Discussions relative to negotiations took place.

At 9:14 p.m. Wasserman/Ohle moved to end the Closed Session and reconvene the Regular Meeting of the Board of Education. Motion carried by those members present (6-0).

13. **ADJOURNMENT**

The meeting was adjourned at 9:14 p.m.

President: _____
Kenneth D. Mault

Vice President: _____
Gerald Wasserman

Approved by the Board on:

C. Young 29-May-2012