Minutes of Regular Meeting
October 19, 2015
The Board of Education Midland Public Schools

A Regular Meeting of the Board of Education of Midland Public Schools was held Monday, October 19, 2015, beginning at 7:00 PM in the Midland Public Schools Administration Center, 600 E. Carpenter Street, Midland, Michigan.

1. Board Members Present: President Wasserman, Treasurer Singer, Member Frazee, Member Gorton, Member McFarland

   Board Member Absent: Vice President Brandstadt, Secretary Baker

   Central Staff Present: Superintendent Sharrow, Associate Superintendent Cooper, Associate Superintendent Brutyn

23 audience members were present for this meeting.

2. CONSENT AGENDA
McFarland/Frazee moved for approval of consent agenda items

   2.1. Approval of the Meeting Minutes from the September 16, 2015 Regular Meeting.

   2.2. The following persons were recommended for employment for the 2015-16 school year:
       <> Tracey Ecker, 1.0 Kindergarten Teacher, Siebert Elementary School
       <> Katherine Hilliard, .7 Family Intervention Specialist, Carpenter Street School

   2.3. The following staff members announced their resignation effective as of the dates indicated:
       <> Courtney Battaglia, Preschool Asst., Adams Elementary, October 22, 2015
       <> Lori Christiansen, Paraprofessional, Siebert Elementary, October 15, 2015
       <> Lauren Gnam, Paraprofessional, Plymouth Elementary, October 3, 2015
       <> Susan Johnson, Principal, Siebert Elementary, October 16, 2015
       <> Jacqueline Sanford, Paraprofessional, Transportation, September 1, 2015

   2.4. Bids were accepted and a tabulation provided for the building demolition of Cook, Parkdale and Mills. Administration recommended issuing a purchase order to the low bidder, Bierlein Companies, Inc., Midland, Michigan, for $522,000. This work is part of the Bond Projects utilizing Series 1 Bonds.

   2.5. Bids were accepted and a tabulation provided for labor, equipment and material necessary to make these repairs to the bays in the MPS bus garage: replace both seals on the hoist in Bay 7; remove the defective rear assemblies on the ground hoists, install newly purchased 10" coated Weaver assembly with manual safety legs, and pour the floor to existing grade in Bays 3 and 5. Administration recommended issuing a purchase order to the low bidder, Allied Inc. of Ann Arbor, MI for $21,333.34
2. 6. Approval of the payment of school system’s bills for the month of September 2015, as listed in the check registers prepared by Ms. Laux, in the total amount of $6,461,202 was recommended. The distribution of obligations by fund, was included in the documentation.

2. 7. Legal Invoices for Payment
   Approval was requested to authorize payment for the following invoices:
   <> Thrun, $240.00, September 25, 2015, Professional Legal Fees
   <> Secrest Wardle, $657.39, September 14, 2015, Professional Legal Fees
   Motion carried unanimously.

3. BOARD OF EDUCATION MATTERS--PRESENTATIONS TO THE BOARD
   FOR INFORMATION


   3. 2. Mr. Sharrow recognized the two October Shining Star employees. These staff members were recognized for doing an outstanding job and going above and beyond to make Midland Public Schools a better place for students.
   <> Lou Ann Bensinger, District Curriculum Specialist for Elementary Instruction
   <> Amy Hutchinson, Assistant Principal, Midland High School

4. REQUESTS TO ADDRESS THE BOARD: No hearings were requested.

5. CURRICULUM, INSTRUCTION AND ASSESSMENT
   Study Committee Chair: Lynn Baker; Staff Resource Person: Mr. Brutyn

   5. 1. Curriculum, Instruction and Assessment (CIA) Study Committee Minutes from September 21, 2015 were read aloud by Mr. Patrick Frazee.
   Members Present: Lynn Baker (chair), Patrick Frazee, Pamela Singer, Mike Sharrow, and Brian Brutyn; Guests Present: Cynthia Marchese, Penny Miller-Nelson
   SAT Transition and MPS Plan: Penny Miller-Nelson shared information on the transition from the ACT to the SAT as a primary component of the 11th grade state assessment. Highlights of the presentation included:
   • The Director of Michigan SAT will facilitate a staff training and parent information session in Midland on October 8th and 9th.
   • To allow for longitudinal data and student preparation, M.P.S. will facilitate age appropriate tests from the SAT Suite of Assessments from 8th - 11th grade.
   • Current 11th grade students will receive a practice SAT (NMSQT) this fall to provide baseline data and experience with the new test before the MDE Spring assessment.
   Teacher Evaluation System Transition (5D+): Brian Brutyn and Cynthia Marchese presented information on the new teacher evaluation system (5D+) being implemented this school year. Administrators completed 28 hours of training throughout the summer and will complete an additional 14 hours during the fall and winter. All teachers have received training from their building administrators and will continue to receive training throughout the year. 5D+ emphasizes shorter observations on a more frequent basis with multiple inquiry
cycles. The evaluation score methodology adopted by M.P.S. will afford for an alignment of student growth data amongst teaching and administrative staff. Current ratios of student growth weight on evaluation scores are still being debated in the legislature.

6. FINANCE, FACILITIES AND OPERATIONS
Study Committee Chair: Pam Singer; Staff Resource Person: Mr. Cooper

6.1. Finance, Facilities and Operations (FFO) Study Committee Minutes from October 12, 2015 were read aloud by Ms. Singer, Chair

   Members Present: P. Singer (chair), A. Brandstadt, G. Wasserman, M. Sharrow, R. Cooper; Guests Present: D. Dombrow (Barton Malow), D. Jerome (French Associates)

   Financials: The September financial reports and the Executive Summary Report for bond projects were available for review and questions.

   Insurance: Mr. Cooper reviewed the following two upcoming insurance issues:
   - Medical Stop Loss: As part of process of the district changing medical coverage from being self-insured to a premium based health plan, there will be a two-month period when the current medical stop loss insurance policy will expire. The district will still be self-insured and not converted to the new high deductible health plan. Our current provider will provide the stop loss protection for the two months.
   - Liability, general insurance: The district is in the process of renewing its liability and general insurance with our current provider. With all the bond work happening at this time, the importance of staying with our current provider was explained and discussed.

   Northwood appraisal of MPS property behind HH Dow: The appraisal of a portion of the property the district owns behind HH Dow High School, along the future expanded Sugnet St. was presented for discussion and possible next steps.

   Bond Update: Mr. Dombrow from Barton Malow reviewed the award recommendation for the building demolition of Mills, Parkdale and Cook elementary schools. The project will be awarded to Bierlein Companies, Inc. for a total cost of $522,000.00. This is under the project budget by $173,200.00.

6.2. For Information: Gifts totaling $5,404
   <> $ 304 for a whiteboard for the choir room from Northeast Music Parents TMPONE
   <> $ 100 for items students may need from the JPAC
   <> $ 500 for athletic expenses from the JPAC
   <> $ 500 for travel expenses for staff members to accept the Blue Ribbon Award from Chestnut Hill PTO
   <> $ 1,000 for Dow High debate program from Mr. and Mrs. Alan Ott
   <> $ 1,000 matching funds for Dow High debate program from Rollin M. Gerstacker Foundation
   <> $ 1,000 for Midland High girls’ basketball program from the Dow Chemical communityGives Fund at the Midland Area Community Foundation
6.3. Gorton/McFarland moved for approval of the following gifts totaling $41,124.
<> $1,000 for Northeast robotics team from the Dow Chemical communityGives Fund at the Midland Area Community Foundation
<> $6,433 for band instrument lockers from the H. H. Dow High School Music Booster Club
<> $23,726 for a new gymnasium scoreboard from the Midland High School Athletic Booster Club
<> $10,965 for teacher wish list items from Woodcreat Elementary PTO
Motion carried unanimously.

6.4. Singer/Frazee moved for approval of the following item.
Purchase of Scoreboard for Midland High Gymnasium. Bids were accepted and a tabulation provided for a new scoreboard for a Midland High School gymnasium. It was recommended that the new scoreboard be purchased from Daktronics at a total purchase price of $23,726.
Motion carried unanimously.

6.5. Singer/Gorton moved for approval of Stop Loss Insurance Coverage.
As part of the process of the district changing medical coverage from being self-insured to a premium-based health plan, there will be a two-month period when the current medical stop loss insurance policy will expire. Beginning November 1, 2015, the district will still be self-insured and will not convert to the new high deductible health plan until January 1, 2016. The district requested a quote from our current stop-loss provider for this two month period.

Stop-loss insurance protects the district against catastrophic claims on both a specific (individual) and aggregate basis, the district purchases stop loss insurance. As of October 1, 2015, stop-loss payments since 2000 total $1,781,323.86.

Munich Re, one of the world’s leading reinsurers, is our current provider. The following table shows the 2014-15 rates and the proposed rates for 2015-16 on a monthly basis.

<table>
<thead>
<tr>
<th></th>
<th>Current Contract</th>
<th>Proposed Contract</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Specific Insurance</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Single Coverage (N = 90)</td>
<td>$18.58</td>
<td>$18.58</td>
</tr>
<tr>
<td>(per employee/month)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Family Coverage (N = 454)</td>
<td>$36.02</td>
<td>$36.02</td>
</tr>
<tr>
<td>(per employee/month)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Aggregate Insurance</strong></td>
<td>$ 3.76</td>
<td>$ 3.76</td>
</tr>
<tr>
<td>(120% of estimated claims)(per employee/month)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Specific Deductible</strong></td>
<td>$250,000.00</td>
<td>$300,000.00</td>
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</tbody>
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Accordingly, the administration recommended the purchase of medical stop loss insurance from Munich Re, for the two-month period beginning November 1, 2015.
Motion carried unanimously.

7. HUMAN RESOURCES
Study Committee Chair: Scott McFarland; Staff Resource Person: Mr. Sharrow

7. 1. Human Resources (HR) Study Committee Minutes from October 8, 2015 were read aloud by Mr. McFarland, Chair.

Members Present: Scott McFarland (chair), Lynn Baker, Gerry Wasserman, Michael Sharrow, Cynthia Marchese

Internal Staffing Report for 2015-2016: The 2015-16 Internal Full-Time Equivalent (FTE) Staffing Report was reviewed. This document reflect the staffing levels for the current school year and the previous four school years.
Overall, the District is down 41.23 total FTE from 2014-15.

Legal Update: Ms. Marchese informed the committee of a recent unemployment hearing.

MCEA President: Ms. Marchese informed the committee that effective November 1, 2015, Mr. Jerome Lombardo will be the MCEA President for the remainder of the year due to the retirement of Ms. Viola Collin, current president.

Title II, IX and Section 504 Coordinator Designation: Mr. Sharrow appointed Ms. Marchese as the Coordinator of Title IX and Age Discrimination and Mr. Brutyn as the Coordinator of Title II, Title VI, Section 504 and Equal Access Act. The Coordinator was vacated with the retirement of the Assistant Superintendent.

7. 2. The following staff members announced their retirement effective as of the dates indicated:
<> Roberta Baldwin, Paraprofessional, Siebert Elementary, December 22, 2015
<> Cynthia Fitzgibbon, Paraprofessional, Eastlawn Elem., November 13, 2015
<> Jennifer Gay, Paraprofessional, Midland High, January 1, 2016
<> Brian Wynne, Mathematics Teacher, Jefferson Middle, January 1, 2016

7. 3. The Board and staff extended their deepest sympathy to the family of Mr. Robert J. Carter, Sr. who passed away on September 26. Mr. Carter served as a member of the Midland Public Schools' Board of Education for nine years--1963-1973.

8. CORRESPONDENCE TO AND FROM THE BOARD OF EDUCATION

8. 1. For Information: Letter from the Board of Education to:
<> AVI-SPL
<> St. John's Lutheran Youth Group
<> The Gehring Family
9. SCHEDULED ACTIVITIES--FOR INFORMATION
The following is a listing of scheduled meetings or activities of the Board of Education. All meetings are Regular and Special Meetings of the Board of Education and begin at 7:00 p.m. at the MPS Administration Center (600 East Carpenter, Midland) unless otherwise noted:
<> November 16, 2015
<> December 14, 2015
Tentative Meetings for January-June 2016
(Action will take place on these meeting dates at the January 18 Organizational Meeting)
<> January 18, 2016 (Organizational meeting)
<> February 15, 2016
<> March 21, 2016
<> April 18, 2016 (Budget Workshop)
<> May 16, 2016
<> June 13, 2016
<> June 27, 2016
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. Board Members expressed their …
• thanks to our very generous gift donors whose gifts were presented at this evening’s meeting. Your financial support is sincerely appreciated.
• congratulations to this evening’s Shining Stars--Amy Hutchinson and Lou Ann Bensinger. Thank you to Amy and Lou Ann for their dedication to the students and staff of MPS. They epitomize service to students.
• anticipation for the MASB conference later this week. We have four board members attending many different sessions this week.
• best wishes to the former Cook Elementary parents, staff and students who came for a reception last week to reminisce and share memories about Cook School.
• congratulations to Mr. Poole who recently completed and earned his PhD. What a wonderful, huge accomplishment Dr. Poole.
• appreciation to all of the area marching bands who recently took part in the Band Showcase at Midland Community Stadium. It was exciting to see all of these talented musicians in the area perform at one event.
• excitement for this Midland vs. Dow week. There will be lots of exciting sporting/spirit events happening. This is a very positive, memorable, fun week for students, staff, families and our community.

• anticipation for the demo of the closed elementary buildings in the near future as we continue to move forward with the bond projects.

• anticipation as the fall student count numbers are tallied. We are encouraged by the early figures.

• interest in the Youth Connection magazine recently disbursed by the Legacy Center for Student Success that contains important, timely information for families. This outstanding publication is being sent to area parents.

• excitement for our teachers who are currently in China as part of the Chongqing exchange program funded by the Rollin M. Gerstacker Foundation.

• watchful anticipation for legislation regarding the 3rd grade reading and weapons.

• appreciation for the Midland Public Schools’ financial picture. So excited that it looks like MPS is going in a positive direction financially.

• congratulations to Chestnut Hill for being named a Blue Ribbon School. Very proud of the school, staff, students and families.

• kudos to the Jefferson staff members for their Nature Trail and Outdoor Classroom presentation this evening. What a wonderful addition to the Jefferson campus!

• anticipation for the MPS Spanish Fiesta on Friday, October 30 at 6:30 at Jefferson Middle School

• excitement for the 30th Annual Jefferson Middle School Music & More event on November 5

10.2. Announcements from Superintendent Sharrow

• A team of MPS administrators, architects, construction manager and SVSU education director visited the Booker T. Washington STEM Academy in Champaign, Illinois in late September. This impressive STEM academy serves an at-risk population and has been highly successful in improving students’ academic access. This visit confirmed many of our ideas and designs. Thank you to Dow Chemical for funding this trip.

• As we anticipated, the estimate for the STEM school in its original design by French and Associates is significantly over our budgeted dollar amount. This is not unusual as the design phase captures every “wish” we have. We will look to reduce costs by choosing different building products, style, architectural features and/or scale to get where we need to be.

• We met with Northwood University administration about their desire to purchase 28 acres of land on the back of the Dow High property. Northwood is interested in building student housing on the property. As you will remember, Jerry and I walked the property to get a feel if there would be any negative impact on the DHS Campus. It is our belief that the sale would have no impact on Dow High. Northwood will supply an appraisal of the property. We will discuss the possible purchase at an upcoming FFO meeting and anticipate making a recommendation to the full Board soon.

• The next Our Schools comes out on newsstands this Sunday (10/25) and will be published on our website later this week.
- Mr. Sharrow discussed our unofficial fall student count. It appears the FTE (full time equivalent) will be higher than the forecasted student count used to build the 2015-16 budget and closer to the blended count from 2014-15 than anticipated. If this holds true, a budget amendment will be presented to the Board for approval in early winter.

- Susan Johnson, Siebert Principal, is moving out of state with her family and is no longer with the district. Paul Schroll has been chosen as the Interim Principal at Siebert. The Jefferson Assistant Principal position is being filled in by two current staff members—Marnie Malacara and Julie Villano.

- School districts in Clare/Gladwin County and the other three school districts in Midland County are going to possibly request a pre-Labor Day school starting date from the MDE, which is possible because those districts who participate in a middle college program with the college and/or university they partner with starts classes before Labor Day. We are not sure if MPS would qualify for this exception given that other County school districts’ students attend MPS CTE programs. I will look into area middle college programs to see what may fit our students’ needs and, therefore, allow us to qualify for the exception as well.

11. ADJOURNMENT

11.1 Meeting was adjourned at 7:47 p.m.

Vice President: ___________________ Secretary: ___________________

Angela Brandstadt                Lynn Baker

Approved by the Board on:

_______________________________
C. Young    16-November 2015