Minutes of Regular Meeting
June 27, 2016
The Board of Education Midland Public Schools

A Regular Meeting of the Board of Education of Midland Public Schools was held Monday June 27, 2016, beginning at 7:00 PM at the Midland Public Schools Administration Center, 600 E. Carpenter Street, Midland, Michigan.

1. CALL TO ORDER: ROLL CALL
   Board Members Present: President Brandstadt, Treasurer Wasserman, Member Baker, Member Frazee, Member Gorton
   Board member Absent: Vice President Singer, Secretary McFarland
   Central Staff Present: Superintendent Sharrow, Associate Superintendent Cooper, Associate Superintendent Brutyn
   10 audience members were present for this meeting.

2. CONSENT AGENDA
   Wasserman/Frazee moved for approval of the consent agenda items.
   2.1. Approval of the Meeting Minutes from the June 13, 2016 Regular Meeting.
   2.2. The following staff members announced their resignation effective as of the dates indicated:
       <> William Holzschuh, Paraprofessional, Transportation Department, June 16, 2016
       <> Jenna Pacek, Office Professional, Human Resources, June 30, 2016
   2.3. Administration recommended the renewal of the Adult Ed Cooperative Agreement between the Bullock Creek School District, Coleman Community Schools, Meridian Public Schools and Midland Public Schools for the 2016-17 school year.
   2.4. Bids were accepted and a tabulation provided for district custodial supplies for the 2016-17 school year. Administration recommended issuing purchase orders to low bidders:
       <> Midland Chemical of Midland, Michigan, for Warsaw pink office hand soap and 9” 2-ply toilet tissue, $12,979.50.
       <> Midland Paper of Midland, Michigan, for Affex hard wound towels and gym floor finish, $21,185.15.
       Funding for these items is included in the Facilities and Maintenance budget.
   2.5. Bids were received and a tabulation provided for fluorescent linear lamps for district facilities for the 2016-17 school year. Administration recommended issuing a purchase order to the low bidder, Medler Electric Company of Midland, Michigan, for fluorescent T-8 lamps and fluorescent T-5 lamps, $6,609.60. Funds for these supplies in included in the Facilities and Maintenance budget.
   2.6. Approval of the payment of school system's bills for the month of May 2016, as listed in the check registers prepared by Ms. Holderby, in the total amount of $6,577,902 was recommended. The distribution of obligations, by fund, was included in the documentation.
   2.7. Legal Invoices for Payment
       Approval was requested to authorize the following legal payments:
       <> Secrest Wardle, $1,095.51, June 8, 2016, Professional Legal Fees
       Motion carried unanimously.
3. BOARD OF EDUCATION MATTERS--PRESENTATIONS TO THE BOARD FOR ACTION

3. 1. Wasserman/Baker moved to approve the recommendation of the following Administrative Appointments effective July 1, 2016:
   - Ms. Jennifer Coppens, Level 1 Assistant Principal at H. H. Dow High School
   - Ms. Margaret Doan, Interim Elementary Principal at Plymouth Elementary
   - Ms. Tielannette Schurman, Assistant Principal at Jefferson Middle School
   - Mr. Keith Seybert, Assistant Principal at Northeast Middle School
   - Mr. John Streeter, .5 Athletic Director at H. H. Dow High School
   - Ms. Julie Villano, Level 2 Assistant Principal at H. H. Dow High School

Motion carried unanimously.

3. 2. Wasserman/Frazee moved for approval of the 2015-16 Midland Public Schools’ Final Budget Amendment:
   - General Fund revenues for 2015-16: $80,002,156
   - Expenditures reported in final budget amendment: $79,986,174
   - Excess Revenue/(Appropriation): $15,982
   - Expected Budget Variance (1%/Historical 2% to 3%): $799,862
   - Anticipated Surplus (Shortfall): $815,844
   - Anticipated spendable Fund Balance on June 30: $9,400,552
   - % of expenditures: 11.8%

Motion carried unanimously.

3. 3. Wasserman/Gorton moved for approval of the 2016-17 Midland Public Schools’ Operating Budget as presented at the June 13, 2016 Board of Education meeting and was open to the public for comment at the same meeting:
   - Budgeted revenues: $78,736,798
   - Budgeted expenditures: $77,675,967
   - Excess Revenue/(Appropriation): $1,060,831
   - Expected budget variance 1% (historical 2% to 3%): $776,760
   - Anticipated surplus on June 30, 2017: $1,837,591
   - Anticipated spendable fund balance on June 30, 2016: $10,422,298
   - % of Expenditures Available in Spendable Fund Balance: 13.4%

Based on the most recent information with respect to taxable value and the estimated blended student count for 2016-17, the estimated 2016 millage rates to support the 2016-17 general fund expenditures are:
   - 18.0 mills on non-homestead property
   - 6.0 mills on commercial personal property
   - 1.6814 mills on principal residence, qualified agricultural, qualified forest, industrial personal and commercial personal property. This rate is subject to adjustment by the Department of Treasury. The process of adjustments to correct overpayments or underpayments will continue to occur on an annual basis.
   - On February 24, 2015, Midland Public Schools’ voters authorized the Board of Education to issue bonds and to assess the taxable property within the district to pay the debt service on these bonds and to deposit such monies into the related bond debt retirement fund. The millage levy for the 2016 School Building and Site Bonds is 2.88 mills.

A roll call vote was taken.
Ayes: Brandstadt, Wasserman, Baker, Frazee, Gorton
Nays: n/a; Absent: Singer, McFarland
Motion carried (5-0).
3. 4. Mr. Sharrow brought the Midland Federation of Paraprofessionals contract to the Board of Education for approval; it has been ratified by the paraprofessional members of this group.
Wasserman/Gorton moved to approve the contract with the Midland Federation of Paraprofessionals. This agreement runs through June 30, 2018.
Motion carried unanimously (6-0).
Board members thanked the MFP negotiations committee for their cooperative work on this contract.

3. 5. Wasserman/Frazee moved for approval of the 2016-17 Salary Adjustments for MPS Employee Groups. Mr. Sharrow made salary and benefit recommendations for administrative assistants/office professionals; administrative employees; athletic event supervisory employees; auditorium and work station technicians; Co-op students; work experience students and student assistants; management employees; preschool employees; substitute teachers (those not contracted through PESG); substitute/temporary secretaries; temporary (seasonal) employees; therapy assistants and transportation employees for the 2016-17 school year as follows:

- Paraprofessionals have agreed to an extension which will take their contract through the 2017-18 school year. It has an hourly salary increase of approximately 1.3% including the increases generated by the increasing state minimum wage in the 2016-17 school year. In 2017-18 the base salary remains the same, but paraprofessionals may qualify for a 5 cent per hour increase based on evaluation, professional development, and attendance.
- With the acute need for bus drivers, both locally and across the state, some changes have been made to the transportation wage scale. The category of substitute driver has been eliminated. The special trip rate has been increased to $11.50 with an offset to the mileage charge. Steps 1 and 2 have been combined and the overall wage scale has been adjusted approximately 1% to allow for an increased starting wage.
- The preschool assistant wage scale has been adjusted beyond the starting step due to state minimum wage increases.
- The remaining employee groups maintain salary and wage scales at the 2015-16 level. This continues concessions made in previous years (see page 3). Some positions on the managers and administrators salary scale have been reclassified due to increasing and changing responsibilities. Rates that must be increased on January 1 to meet the State of Michigan’s new minimum wage of $8.90 per hour are indicated in bold on the pages that follow.
- Where permitted by law or required by Board policy, pay all merit-based or negotiated increases that move an employee through a range or along a scale.
- Pay a stipend of $250 to each administrator (excluding the Superintendent) and $150 to each teacher with a “highly effective” rating on their annual evaluation. Each district in the State is required to implement a “performance-based compensation” system for teachers and administrators. To comply with this requirement each administrator/teacher receiving a “highly effective” rating will have their stipend deposited in a 403(b) account set up by the administrator or teacher no later than July 31 for the “highly effective” rating earned in the previous fiscal year.
- Continue the district medical plan as a HDHP ($1,300/$2,600) with a HSA. District funding of the HSA will vary by employee group.
- Legislative changes to the Michigan Public School Employees Retirement System in 2012 created a structure of 14 separate classifications of payroll rates. Current rates range from 20.96% to 24.94% of payroll, depending on date of hire and retirement status.
- Continue the percentage contribution of gross wages to help defray the costs of health benefits for employees. The rates for 2016-17 are as follows:
If these changes are approved by the board, the recent history of wage and salary changes for our largest employee groups will be as shown on the following page.

If changes made by the State of Michigan have a major financial impact on Midland Public Schools, or if district revenue projections are significantly reduced, the salary and benefit recommendations detailed above may need to be reevaluated.

The salary of the Superintendent is determined separately and will be established by the Board.

Mr. Sharrow recommended approval of the 2016-17 wage adjustments as submitted. Motion carried unanimously.

3.6. Gorton/Wasserman moved for approval of the following item:
Administration sought approval to deliver a purchase order to Presidio Infrastructure Solutions, LLC of Reston, Virginia, for $797,926.20 as part of providing students enhanced access to computers at the high schools from the 2015 Bond. The pricing is for 2770 Dell 3120 Chromebook 11-Touch laptop computers. This price also includes imaging, asset tagging and delivery. The 2770 computers include spare computers for times when student computers are out for service and also to provide machines as new students enter the district. The pricing provided is from the State of Michigan Technology Readiness Infrastructure Grant (TRIG) SPOT (Statewide Purchasing Of Technology) bid and follows Board purchasing policy. This expenditure is included in the Technology Bond budget for series one and has been reviewed by Barton Malow. Motion carried unanimously.

4. REQUESTS TO ADDRESS THE BOARD: No hearings have been requested.

5. FINANCE, FACILITIES AND OPERATIONS
Study Committee Chair: Gerald Wasserman; Staff Resource Person: Mr. Cooper

5.1. For Information: Gifts totaling $9,267.00
<> $2,717.00 for band instruments from the Jefferson Music Parents Association
<> $ 300.00 for transportation for Young Entrepreneurs Academy from Midland Area Chamber Foundation
<> $4,200.00 for Midland High Robotics Youth STEM Initiative from Midland County Youth Action Center at the Midland Area Community Foundation
From H. H. Dow High School All Sports Boosters
<> $ 850.00 for transportation costs for pom camp
<> $ 600.00 for coaches fees for summer camps and workshops
<> $ 600.00 for pom camp student registration fee assistance

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

6. 1. The Board and Staff extended their sincere sympathies to the family of Ms. Veronica Greason who passed away on June 16, 2016. Ms. Greason was a physical education teacher at Midland High and Northeast Middle School for over 20 years, retiring in 1989.

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

7. 1. For Information: Letter from the Board of Education to:
   <> Jefferson Parent Advisory Committee
   <> Midland Area Community Foundation
   <> H. H. Dow High All Sports Boosters
   <> Midland High School Athletic Booster Club
   <> Plymouth Elementary PTO
   <> Mr. and Mrs. Calvin Goeders
   <> Midland Kiwanis Foundation
   <> National Energy Foundation
   <> Rollin M. Gerstacker Foundation

8. **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:
   <> July 18, 2016
   <> August 15, 2016
   <> September 19, 2016
   <> October 17, 2016
   <> November 21, 2016
   <> December 19, 2016

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. Board Members expressed their …
   - thanks to Bob Cooper, Lori Holderby and the Business Office staff for all your work with the budget. Nice to have a balanced budget and peaceful/calm budget process. Thank you to our employee groups for working together.
   - excitement to see the progress on the new Central Park Elementary School.
   - best wishes and congratulations for those who are changing roles from MPS teacher to administrator and for the new administrators who are coming to MPS from other districts.
   - appreciation for the Human Resources department who have been working very hard to hire the new teachers and administrators.
   - excitement for all of the changes in 2016-17: new staff, balanced budget, completion of new STEM school and more
   - thanks to all of our gift donors this evening. We truly appreciate your generosity, kindness and support.
   - appreciation and congratulations to all of our students and their families for a safe graduation season.
   - hope that everyone has a safe and enjoyable summer.
Board Trustees, Lynn Baker and Yvonne Gorton, announced their run for re-election in November for the MPS Board of Education. Fellow Board members thanked them for running and for their dedication to the students and staff of Midland Public Schools.

9.2. Announcements from Superintendent Sharrow
- Our Human Resources staff and building administrators have been involved in over 200 formal interviews. They have made great progress on securing high quality teachers. Approximately 80% (36 of 45 FTE’s) of our vacant positions have been filled. The vast majority of the candidates have been secured as Category 1 and Step 1 on our salary schedule. Securing candidates at Category 1 and Step 1 will provide not only short term relief in salary expenses but long term relief as well.
- We reinvested the bond funds today and gained approximately $300,000. We had three bidders. We went through Talmer Bank and Trust, the bid which was competitive and secured by collateral.
- Midland Community Stadium Track repair is completed and the finishing touches are being done now.
- Woodcrest, Plymouth, Chestnut Hill and Adams have all received their authorization letters from IB. What a great accomplishment! The phase two schools are Carpenter, Eastlawn and Siebert, who will be in their final authorization year this coming school year. Thank you to our local foundations for their generous monetary support for this impressive program.

10. ADJOURNMENT
Meeting was adjourned at 7:36 p.m.

President: ______________________  Treasurer: ______________________
Angela Brandstadt  Gerald Wasserman

Approved by the Board of Education on:

______________________________
C. Young  18-July-2016