Minutes of Regular Meeting
May 18, 2020
The Board of Education Midland Public Schools

A Regular Meeting of the Board of Education of Midland Public Schools was held Monday, May 18, 2020, beginning at 7:00 PM in the Midland Public Schools Administration Center, 600 E. Carpenter Street, Midland, MI.

1. Due to the COVID-19 Stay Home, Stay Safe Executive Order 2020-21 from Gov. Whitmer, this Regular Meeting of the MPS Board of Education was held remotely, in accordance with Executive Order 2020-15 (Temporary authorization of remote participation in public meetings and hearings and temporary relief from monthly meeting requirements for school boards).

Zoom Participation Information:
https://midlandps.zoom.us/j/83689033785?pwd=djNJUGRuWUVsQk1vRGN2Q2gwOHI5Zz09
Zoom via Phone: 1-253-215-8782 (Meeting ID: 836 8903 3785; Password: 4RIZMH)

2. CALL TO ORDER: ROLL CALL
All Board Members Present via Zoom: President McFarland, Vice President Singer, Treasurer Fredell, Secretary Rausch, Member Baker, Member Blasy (joined meeting at 7:05 pm), Member Lauderbach
Central Staff Present: Superintendent Sharrow (in person);
Associate Superintendents (via Zoom) Brutyn, Jaster, Miller-Nelson
0 in-person audience members were present for this meeting; 2 audience members logged in to the Zoom link for a very short period of time.

3. CONSENT AGENDA
Singer/Fredell moved for approval of the consent agenda.

3.1. Approval of the Minutes from the April 20, 2020 Budget Workshop and Regular Meeting.

3.2. Northeast Middle School Teacher, Tyler Cole, announced his resignation effective June 12, 2020.

3.3. Approval of the payment of the school system's bills for the month of March 2020 as listed in the check registers, prepared by Ms. Holderby, in the total amount of $6,818,576 was recommended. The distribution of obligations by fund was included in the documentation.

3.4. Approval was requested to authorize the following legal payments:
<> Thrun Law Firm, PC, $561.00, April 29, 2020, Professional Legal Fees
<> Lusk Albertson PLC, $ 71.45, May 4, 2020, Professional Legal Fees
Motion carried unanimously.

4. BOARD OF EDUCATION MATTERS--PRESENTATIONS TO THE BOARD

4.1. Dr. Amy Beasley, Diversity, Equity and Inclusion (DEI) Consultant to Midland Public Schools presented an update of the District’s DEI Plan. A few of the points she shared were DEI as a differentiator, benefits to students who attend inclusive & diverse schools, the MPS DEI Vision (Lead with respect, trust, and courage. Ensure an equitable, collaborative, and inclusive culture.), the five key focus areas: governance, leadership, customers, community, reputation. Dr. Beasley then discussed the next steps for the DEI team. Board members commented on the MPS DEI initiative and the importance to fully integrate DEI for the wellbeing of our District and all students.

4.2. Rausch/Singer moved for approval of the Midland County Educational Services 2020-21 Budget: Mr. Sharrow explained that the District vote on the annual MCESA budget is a formality. The MCESA Board has full authority to approve or not approve their budget. As we do each year, we were invited by the MCESA to review their 2020-21 budget. Mr. Sharrow recommended that the Board support the ISD Budget Resolution. Motion carried unanimously.
(A copy of the full resolution is attached to the Board Minutes for this meeting.)

4.3. Singer/Fredell moved for approval of a revision to Board of Education Policy 4120.09. Administration requested approval for a revision to MPS Policy 4120.09 – Volunteers – that would allow for additional criminal history tools (such as RAPTOR) to be used when screening visitors/volunteers when they enter MPS
s. Administrative Services Board Study Committee has reviewed and approved this policy revision. Motion carried unanimously.

4.4. Lauderbach/Fredell moved for approval of turf installation at the Midland Community Stadium and at H.H. Dow High School. Administration recommended awarding the bid alternate (H.H. Dow High Turf) to Field Turf, USA of Auburn Hills, MI for a total price of $431,300. This project will use donated funds. Mr. Blasy abstained from the vote because of a potential conflict of interest. Motion carried unanimously (6-0).

4.5. Lauderbach/Fredell moved for approval of site work related to turf installation at H.H. Dow High School. Administration recommended awarding the work to Three Rivers Corporation of Midland, MI for a total price of $663,300. This project will use donated funds. Mr. Blasy abstained from the vote because of a potential conflict of interest. Motion carried unanimously (6-0).

4.6. Lauderbach/Rausch moved for approval to pave the MHS Baseball/Community Stadium parking lot. This project includes site work, paving, and striping. Administration recommended awarding the work to Pat’s Gradall Service of Midland, MI for a total price of $299,500. This project will use Series II Bond Funds. Motion carried unanimously.

4.7. Singer/Lauderbach moved for approval of the purchase of Temperature Sensors as part of the Midland Public Schools COVID-19 response plan. Administration recommended issuing a purchase order for $32,016 to Tierney Brothers, Inc. of St. Paul, MN for 12, 15.6” temperature sensor tablets and pole stands. Pricing based on the statewide REMC bid. Grant funds will be utilized from the Arthur C. Frock Endowment fund for this purchase. Motion carried unanimously.

4.8. President McFarland provided information on Superintendent Sharrow’s proposed 2020-21 contract. When the Board did Mr. Sharrow’s evaluation in December of 2019, he was rated highly effective in all categories. President McFarland went on to discuss Mr. Sharrow’s proposed contract changes of adding an additional year onto the contract to maintain a five-year contract, expiring in 2025; his proposed salary increase being in line with the other employee group salary increase for 2020-21; an annual contribution of 6% would be put into a tax-deferred annuity; professional dues & professional growth annual allowances would each be raised by $200. Vice President McFarland accepted a motion by Lauderbach with support from Rausch to extend Mr. Sharrow’s employment contract with Midland Public Schools from July 1, 2020 to June 30, 2025 effective July 1, 2020. Motion carried unanimously.

5. REQUESTS TO ADDRESS THE BOARD:
<> No requests to address the Board were received.

6. CURRICULUM, INSTRUCTION AND ASSESSMENT
Study Committee Chair: Ms. Baker; Staff Resource Person: Ms. Miller-Nelson

6.1. Curriculum, Instruction and Assessment Committee Minutes from April 20 and May 11, 2020, were read aloud by Ms. Baker, Chair.

April 20, 2020 CIA Minutes: Members Present: Lynn Baker, Chair; Mary Fredell; Pam Singer; Penny Miller-Nelson; Mike Sharrow. Guests Present: Amy Beasley, Alison Cicinelli, Jen Servoss, Melissa Toner.
Location: Administration Center via Zoom

Continuity of Learning Plan: Melissa Toner, Jen Servoss, Alison Cicinelli, and Penny Miller-Nelson shared a status update after week one of the Continuity of Learning Plan (CLP). The feedback has been overwhelmingly positive. The CLP is a living document that will be revised as needed to meet the needs of students, families, and staff.

Committee members discussed the challenges along the way and how those have become opportunities. The committee discussed the needs moving forward, including the need for a strategic restart plan for the 2020-21 school year. This plan must consider specific student needs and aligned supports to ensure equitable learning opportunities for all. Gratitude was expressed to the Curriculum Team, Dave Dziedzic, and many others who lead the development of the CLP.

Diversity, Equity and Inclusion Update: Amy Beasley provided an update about MPS Diversity, Equity, and Inclusion. Amy has been supporting MPS staff during the period of school building closure, most notably by assisting with plans to ensure students and families have needed resources. Amy has also been collaborating with MPS on the development of DEI related training, development of an inclusive leadership model, and the revision of the DEI strategy, which will be shared more publically in the near future.
May 11, 2020 CIA Minutes: Members Present: Lynn Baker, Chair; Mary Fredell; Pam Singer; Penny Miller-Nelson; Mike Sharrow. Guests Present: Amy Beasley, Kevin Gosson, Jeff Jaster. Location: Administration Center via Zoom

Cross Indicator Analysis Report: Kevin shared the MDE Special Education Cross Indicator Analysis Report, which provides a snapshot of how MPS performs on indicators reported in the Annual Performance Report (APR). Several of the indicators rely heavily on our collaboration with the Midland County ESA. Of the eleven indicators reviewed, only one indicator, Secondary Transition, requires action for targeted improvement, and we already have a plan in place for improvement in this area. Overall, MPS performs well on the indicators.

Continuity of Learning Plan: Committee members discussed the status of the Continuity of Learning Plan. The grading practices document was recently revised to add details for increased clarity. The general feedback continues to be positive, with most acknowledging that all are working hard to make the best of this challenging situation.

Diversity, Equity & Inclusion Update: Amy Beasley provided an update about the Diversity, Equity, and Inclusion strategy. The revised strategy includes critical actions in the areas of Governance, Leadership, Customers, Community, and Reputation. More details will be presented at the May 18 Board of Education meeting.

6. 2. Rausch/Singer moved for adoption of the following books that were presented for the 28-day period of examination on April 20. The administration recommended approval of these books. As approved, this purchase is contingent on the available funding as approved in the 2020-21 budget.

- This book will be used for Math 7: Big Ideas Math: Modeling Real Life – Grade 7, Authors: Ron Larson & Laurie Boswell, Publisher: Big Ideas Learning, Copyright: 2019
- This book will be used in IB Applications & Interpretation: Mathematics Applications and Interpretation for the IB Diploma, Authors: Wazir, Garry, Frederick, and Landmann, Publisher: Pearson, Copyright: 2019

Motion carried unanimously.

6. 3. Singer/Fredell moved for approval of 22 proposals that were presented for consideration at the April 20, 2020 Board meeting and reflect the identified needs for curriculum and staff development across the district through this process using general fund monies. There will be additional areas of focus supported with specific grant and supplemental funds that will include areas such as Diversity, Equity and Inclusion. As approved, the district team will consult with those leading each project to make decisions about implementation. Enactment will be contingent upon the district’s needed focus and capacity to implement given our current state of remote learning. If approved, these proposals will be implemented based on the available funding as approved in the 2020-21 budget:

| <> 6-12 Math, $5,341  | <> 6-12 Science, $19,546 |
| <> 6-12 Social Studies, $12,79 | <> Social Studies Dow High, $6,895 |
| <> 6th Grade Alignment Jefferson, $8,662 | <> English Midland High, $5,277 |
| <> Advisory Midland High, $5,394 | <> MTSS MICIP, $23,766 |
| <> High Reliability Schools – Level 4, Northeast, $13,240 | <> Blended Learning, $15,865 |
| <> Google Suite, $10,154 | <> Illuminate, $12,692 |
| <> Social Emotional Learning Pre-Primary Center, $3,875 | <> Report Cards, $8,816 |
| <> Elementary Gifted & Talented, $4,655 | <> Xello Training (Counseling), $8,123 |
| <> Elementary Literacy – Lucy Calkins, $7,051 | <> Computer Science, $1,354 |
| <> Kindergarten Readiness Assessment, $4,517 | <> PRODIGY, $10,076 |
| <> Secondary Project Lead the Way, $45,053 | <> Primary Years Programme, $24,273 |

The Staff Development Proposal total from General Fund--$212,370. Motion approved unanimously.
7. **FINANCE, FACILITIES AND OPERATIONS**  
Study Committee Chair: Ms. Fredell; Staff Resource Person: Mr. Brutyn

7.1. Finance, Facilities & Operations Study Committee Minutes from May 4, 2020 were read aloud by Treasurer Fredell. Members Present: Mary Fredell (chair), Scott McFarland, Phil Rausch, Mike Sharrow, Brian Brutyn; Guests Present: Daryl Dombrow & Rick Vanderpoel (Barton Malow) Location: Administration Center & Zoom  
Bond Update: Representatives from Barton Malow updated the committee on Summer work and the Dow High Turf. Bids for the turf project will be brought to the May Board of Education meeting for approval.  
Mr. Sharrow and Mr. Brutyn discussed the following topics with the committee:  
1. March Financials: Revenues and expenditures remain aligned to budget projections. The March year-to-year expenditure reduction is due to an additional payroll during Fiscal Year 2019. Purchase order and card transactions above bid threshold were reviewed.  
2. ESA Budget: Administration will recommend adoption of the resolution expressing support of the MCESA budget at the May Board of Education meeting.  
3. COVID-19 Updates: Potential budgetary impacts of the COVID-19 closure were discussed with the committee.

7.2. For Information: Gifts totaling $1,959  
<> $ 959.00 from Adams Elementary PTO for water bottle filling station  
<> $1,000.00 to Midland High for National Honor Society from CommunityGives Youth Service Program at Midland Area Community Foundation

8. **HUMAN RESOURCES**  
Study Committee Chair: Mr. Lauderbach; Staff Resource Person: Mr. Brutyn

8.1. The following staff members announced their retirement as of these dates:  
<> Susan Shaffer, Classroom Teacher, Siebert Elementary, June 12, 2020  
<> Diane Sugnet, PE Teacher, Midland High, June 12, 2020  
<> Mark Zielinski, Classroom Teacher, Siebert Elementary, June 12, 2020

8.2. Under the terms from the current contract between the Board of Education of the Midland Public Schools and the Midland City Education Association, a .6 contract lease has been granted to Mr. Mark Hackbarth, President of the MCEA, for the 2020-21 school year.

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

9.1. For Information: Letters from the Board of Education to:  
<> Midland Area Community Foundation <> HH Dow High All Sports Boosters <> Midland High School Athletic Booster Club <> FIRST -- Great Lakes Bay Region <> Tri City Chinese Association <> Jefferson Parent Advisory Committee <> Kelly-Rowley Family Fund <> Andy Herman <> Kevin Clarke

10. **SCHEDULED ACTIVITIES--FOR INFORMATION:**  
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 E. Carpenter, Midland) unless otherwise noted.  

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. The floor was opened to Board members relative to points of clarification needed regarding anything discussed during this evening’s meeting or anything Board members would like to ask Administration to study, review and report.

• A Board member remarked about the difficult process we have had this year and reminded fellow Board members to let legislators know how their financial decisions are impacting our District, students and community. Our District has been frugal working through the Continuing Learning Plan and implementing it ahead of many other Districts. We know our tax revenues will be down and will have a huge impact on our district for the next several years. It is important for our legislators to know how that affects us and provide them with a call to action. We would prefer flexibility in school funding. This would offer districts the most flexibility in dealing with issues as they arise.
• A huge thank you to the district for the number of meals that have been served and the distance learning that has taken place by a lot of great educators and students.
• Civility is vital between everyone even though we are all under a great deal of stress. All Board members have been readily available and fantastic to work with during a crazy tune. It is a comfort to know we are all on the same team.
• Do we anticipate that the flooding expected this week will affect Dow High or any MPS buildings? Supt. Sharrow remarked that they had been out earlier in the day looking at potential problem areas and that Dow High may have a potential flood issue mainly because of the current construction project of pulling out HVAC units. Water began to penetrate into the roof. Dow High typically gets water into the parking lot, however, not into the building. As you may remember, at Midland High we have had a few issues in the basement, but we did some recent tilework, making the MHS basement better. We would typically have water at Eastlawn, which has now been razed so we no longer have those water issues. Mike Moeggenberg has been monitoring the water levels during the day and at night. Some areas have lost power since we’ve started this meeting. HVAC controls have helped us monitor what has been been going on throughout the heavy rains.
• A question was asked whether the potential flooding could affect our food service delivery. Mr. Sharrow remarked that we delivered meals today and are scheduled to next deliver on Wednesday. With the river expected to crest Wednesday morning, it very well could impact the Wednesday food disbursement scheduled. We will have to monitor the areas and adapt quickly

11.2 Announcements from Superintendent Sharrow
• We have been making plans in these main areas:
  o Ending this school year and closing the Continuity of Learning Plan
  o Benchmarking our students where they are currently
  o Meeting our student needs with summer learning options
  o Providing enrichment opportunities for students who would like advanced options
  o Prepare for fall
  On Friday we released a plan that students will be done a few days early. We are focusing on how we provide instruction going forward. It is obvious that a blended model is on the table. If we do return to in-person learning, it will probably not be the face-to-face that we know. We know we have students with vulnerable health conditions who will need to continue to learn from a distance. We also know we will have parents who are looking for a different option, even if it is just for the short term vs. bringing their child back in person. We believe in choice and providing all of those services. In order to do that, we will be providing professional development for a Learning Management System. We originally had it on the Board Agenda for this evening, but we wanted to be sure we chose the right vendor and communicate appropriately. In order to do that, Ms. Miller-Nelson and her team devised a plan closing out the school year, benchmarking students, training teachers, getting grades in, offering tutorials and enrichment to students for the summer. Details are being worked out very quickly, and we will release those summer details soon. As the fall gets closer and following the staff PD this summer, we will be prepared to move forward with the Learning Management System model. MPS has a lot going on in this area.
• The Consensus Revenue Estimating Conference (CREC) was held last week. I have learned over the years not to jump too fast or try to anticipate too soon because everything will change. I know we are all anxious, but I would caution you to move slowly so we do it deliberately. MPS is fortunate that we have managed ourselves financially very well in recent years so that we may have a little less panic than most districts in the State. Our State is facing a devastating financial picture. We have identified several cuts that MPS will make in the next week or two. We believe we can find $500K in savings very quickly. Before we’re done, we will probably see reductions around $1 million. Plus if you recall, we have been putting $1 to $1.5 million aside for our capital improvement fund and printer/copier fund. Added to the $1 million in savings means we may be able to accomplish $2 to $2.5 million in savings. We know we will have to find more than that this year to balance our 2020-21 budget. Our Fund Balance was created for a reason—to continue to provide quality educational service to students. We cannot sacrifice our students’ education/programming going forward. However, it is a balance. We do not want to spend it irresponsibly. We have to balance it out to get through these tough times. We do not believe the State will make budget changes yet this budget year (before June 30), especially with only two pay periods left and
this being an election year. We believe we will see a very large cut for 2020-21. I have heard anything from $500 or $800 or $1,000 per student. Mr. Sharrow anticipates that the cut may be in the $800 per student range, which would be the largest cut in the history of public school funding in the State of Michigan. We believe it will be painful, but we will manage it. We will be talking about staff and jobs being reduced in some areas, which is never pleasant to do. Some of the hardest times in my career are when I have had to tell employees that we have had to cut their position. We don’t want to get anyone’s anxiety up until we know what we have to do. When we are at the point, it is vital that we do it with all the kindness and humanity possible. Mr. Brutyn and Ms. Holderby are working on the two budget presentations for June. We anticipate presenting a broad 2020-21 budget on June 8 and adjust it before we ask you to take action on June 22. We also anticipate revising it many times going forward following July 1. It is the Legislature’s goal to present budget figures to us by July 1, however, that may not happen. They are required to notify us by October 1, which may be more likely. We have to protect our student enrollment and continue to provide the services the students and parents need going forward.

- It may be a little too early to talk about how school is going to look in the fall. If we watch how some other countries have opened up schools recently, it is with all students wearing facemasks, half classrooms, temperature sensors/screenings, etc. There is some reality that we could be doing blended learning, half days/every other day for students, some countries are using Saturdays. It will be unique, as we get closer. We are anticipating some models coming out of the Governor’s office. We are hoping she gives us strict requirements. One model that may come at us from the committee that has been formed is a rubric for Michigan districts to follow. We are learning from industry. There is a lot of movement.

- There are two major goals for our District:

  o How to deliver instruction in the new world
  o How do we manage this budget

- We have stepped up for our community. Our Food Service is still going strong. Thank you to the USDA for providing the funding. Approximately 250K meals have been prepared and disbursed and we still have 5-6 weeks that we will be delivering, until June 30.

- We will continue to learn. Lots of anxiety and stress out there. How quickly our world has shifted. Important that we all work together and be civil to one another. This is a great community.

12. **ADJOURNMENT**

Fredell/Singer moved to close the meeting at 8:20 p.m.

President: ________________ Secretary: ________________

Scott McFarland Phil Rausch

Approved by the Board of Education on:

C. Young June 8, 2020