Minutes of Regular Meeting
June 8, 2020
The Board of Education Midland Public Schools

A Regular Meeting of the Board of Education of Midland Public Schools was held Monday, June 8, 2020, beginning at 7:00 PM in the Midland Public Schools Administration Center, 600 E. Carpenter Street, Midland, MI.

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 is being held remotely, in accordance with Executive Order 2020-75 (Temporary authorization of remote participation in public meetings and hearings and temporary relief from monthly meeting requirements for school boards).

Zoom Participation Link:
https://midlandps.zoom.us/j/84339337534?pwd=MHBkQ3NmdkN1bUZpUHovNjBVbkVZUT09
Zoom via Phone: 1-253-215-8782 (Meeting ID: 843 3933 7534; PW: 470073)

1. CALL TO ORDER: ROLL CALL
All Board Members Present via Zoom: President McFarland, Vice President Singer, Treasurer Fredell, Secretary Rausch, Member Baker, Member Blasy, 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.
President McFarland expressed Board sentiments to the family of the construction worker who lost his life last week on the Eastlawn Elementary demo construction site.

2. CONSENT AGENDA
Fredell/Rausch moved for approval of the consent agenda.

2.1. Approval of the Minutes from the May 18, 2020 Regular Board Meeting.

2.2. These staff members were recommended for employment for the 2020-21 school year:
<> Ashley Burr, Secondary Teacher
<> Alexis Dekalaita, Elementary Teacher
<> Jacob Fox, Secondary Teacher
<> Kristin Gerbe, Elementary Teacher
<> Sydney Hurley, Special Education Teacher
<> Kristen Jones, School Psychologist, Special Services Department
<> Sydney Laplow, Elementary Teacher
<> Nicole Lelo, Elementary Teacher
<> Meilani Loker, Elementary Teacher
<> Allison Shaune, Elementary Teacher
<> Erika Squanda, K-12 Art Teacher
<> Lindsay Timmerman, Secondary Counselor
<> Anna Vallentine, Elementary Teacher
<> Kyle Wood, Elementary Teacher

2.3. The following persons announced their resignation as of these dates:
<> Ms. Amanda Kirkman, Paraprofessional, Northeast Middle, 06/11/2020
<> Mr. Jason Kirkman, Paraprofessional, Chestnut Hill Elementary, 06/11/2020
<> Ms. Guiping Liu, Paraprofessional, Adams Elementary, 06/11/2020
<> Ms. Calie Merrell, Paraprofessional, Siebert Elementary, 06/11/2020

2.4. Approval of the payment of the school system's bills for the month of April 2020 as listed in the check registers, prepared by Ms. Holderby, in the total amount of $6,570,536 was recommended. The distribution of obligations by fund was included in the documentation.
Motion carried unanimously.
3. **BOARD OF EDUCATION MATTERS--PRESENTATIONS TO THE BOARD**

3.1. Mr. Brutyn presented the 2020-21 General Fund Budget. Michigan Public Act 621 of 1978, the “Uniform Budgeting Act,” requires all local governments to adopt balanced budgets, in a format specified by the State, before July 1 of each year. Mr. Brutyn discussed the timeline for the 2020-21 budget and what we can look ahead to for 2020-21. This is our Truth in Taxation hearing. Mr. Brutyn shared millage rate information:

- Millage Rates: 18 mills on non-homestead property; 1.6486 mills on homestead and qualified agricultural property (hold-harmless); 2.95 mills on all properties for the 2015 & 2019 school building and site bonds

**Major Revenue Assumptions**
- State Aid Foundation:
  - $750 per pupil foundation decrease ($7901).
  - Categoricals:
    - -147a(1) MPSERS Cost Offset, 147a(2), and 147e eliminated – App. ($1,400,000)
    - -104d, 99h, 61d, 61a(1) 35a(5), Section 24, 51f eliminated – App. ($830,000)
  - Maintains 147c MSERS rate cap
- CARES Act (App. +$600,000 in one-time revenue will be added at first amendment)
- Federal Grants @ 85% of FY 20
- MCESA special education transfers and IDEA App. ($390,000)
- Enrollment -65 students (7666) ($513,565)
- Maintain 31a at-risk funding at current level [May be reduced—but direct in-flow]
- Taking Foundation Allowance and Categoricals into account – App. ($930/student reduction)
- Historical chart and tables displayed enrollment and Per-Pupil Foundation Revenue history and sources
- General Fund Revenue of $76,994,607 displayed showing source percentages
  - State 64.3%; Local Property Tax 27.9%; Transfers, Enhancement Millage & Other 6.5%; Federal 1.3%

**Major Expenditure Assumptions**
- Continued use of the “Balance our Budget” process maintaining building and department expenditures close to the levels of the 2019-20 school year. [Technology and Curriculum exceptions]
- Salary increases for employees; Step increases and lane movements
- 10% increase in medical, dental, vision, life and LTD
- Same level of employer HSA contributions and same distribution schedule: 2/3 January, 1/3 September.
- Federal allocations for Title I, IIA are at 85% of 2019-20. No carryover included at this time.
- Retirement Rates: Previous Release: +1.64% [Estimate: Additional +1% predicted]
- Staffing patterns reflect the continuous process of evaluating vacancies for replacement, reduction or additional.
- Mr. Brutyn discussed anticipated General Fund Expenditure Changes and percentage by Account & Function

<table>
<thead>
<tr>
<th>General Fund Snapshot</th>
<th>2019-20 March (Estimate)</th>
<th>2020-21 (Original)</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Budgeted Revenues</strong></td>
<td>$84,938,327</td>
<td>$76,994,607</td>
<td>($7,943,720)</td>
</tr>
<tr>
<td><strong>Budgeted Expenditures</strong></td>
<td>$86,801,132</td>
<td>$86,411,503</td>
<td>($389,629)</td>
</tr>
<tr>
<td><strong>Excess Revenue/(Appropriation)</strong></td>
<td>($1,862,805)</td>
<td>($9,416,896)</td>
<td></td>
</tr>
<tr>
<td><strong>Expected Budget Variance 1%-1.5%/Historical 2% to 3%</strong></td>
<td>$1,302,017</td>
<td>$1,296,173</td>
<td></td>
</tr>
<tr>
<td><strong>Anticipated Surplus (Shortfall)</strong></td>
<td>($560,778)</td>
<td>($8,120,723)</td>
<td></td>
</tr>
<tr>
<td><strong>Anticipated Unassigned Fund Balance on June 30</strong></td>
<td>$17,963,262</td>
<td>$10,022,544</td>
<td></td>
</tr>
<tr>
<td>% of expenditures</td>
<td>20.7%</td>
<td>11.6%</td>
<td></td>
</tr>
</tbody>
</table>
Mr. Brutyn went on to explain the Adoption vs. Final Budget History and Fund Balance History. Mr. Brutyn then spoke about the 2020-21 budget being one of the most complicated budget predictions MPS has ever had to make given COVID, floods and more. We have changed these numbers several times since the April Budget Workshop and know we will need to make more changes in the fall resulting in more budget amendments. He thanked Business Office Director Lori Holderby and her business office team as well as the building administrators, support staff and MPS departments who helped put this 2020-21 budget together. He also thanked the Board and stakeholders for putting MPS in a financial position so that we could weather this storm for at least the next year or two and continue to provide quality educational programming for MPS. We know students are going to need more supports than they ever have. There is not a program cut in this 2020-21 budget, and we are planning to offer additional on-line and blended programming for next year. We are not panicked by the budget that we presented, however, we are concerned that we cannot do this for an extended period. We could be in trouble if the State’s financial picture remains bleak for 3-5 years. We look forward to the economy recovering and returning to funding levels we know can help us to continue to grow.

Board members expressed their appreciation to administration for their work to put MPS in our current healthy financial position. They also asked questions of Mr. Sharrow and Mr. Brutyn about the proposed 2020-21 budget and cuts MPS may be seeing. Mr. Sharrow spoke about attrition and other ways to realize savings for the 2020-21 school year. He went on to talk about future years’ cuts should the economy not turn around. We are hoping that when all is said and done we can come to you at the end of the 2020-21 school year having to take $4-$5 million from our fund balance rather than the $8 million we predicted tonight. We do not anticipate receiving much if any funding from the flood damage at Dow High from the federal government. However, there is the hope of federal government assistance, possibly in a CARES Act package, which we may be able to utilize to cover salaries and help offset some costs for 2020-21. It is currently being held up at the Federal level.

4. 2. President McFarland declared the PUBLIC HEARING for the 2020-21 General Operating Budget opened and requested public feedback on the proposed budget:
No hearings were requested.
President McFarland declared the PUBLIC HEARING for the 2020-21 General Operating Budget closed.

4.3. Singer/Rausch moved for approval of the following item:
The Michigan Attorney General ruled in 1977 that the Michigan High School Athletic Association (MHSAA) is a private organization, and therefore, cannot be delegated governmental authority to regulate public school athletics. However, a school district may join the Association and may adopt the Association’s rules as its own. The school district must then accept the responsibility to enforce these rules in the district. The Midland secondary schools have long been members of the MHSAA. A copy of the minutes of the May 2020 meeting of the Representative Council of the MHSAA, which provides information on athletic changes for the 2020-21 school year, was also provided. The administration recommended that the Board
<> Approve membership in the MHSAA for the four Midland Public Schools' secondary schools again for 2020-21.
<> Adopt the rules of the MHSAA as published in its current Handbook and qualifications as published in the Bulletin with above changes, to govern athletic competitions in the Midland Public Schools' in 2020-21.
<> Accept the responsibility of enforcing these rules for the Midland Public Schools.
A formal resolution embodying these recommendations was included. A vote of the Board was taken; the Board's secretary is authorized to sign the resolution as approved. Motion carried unanimously.
(A copy of the full resolution is attached to the Board Minutes for this meeting.)

4. 4. Fredell/Lauderbach moved for approval of the 2020-21 Salary Adjustments for MPS Employee Groups. Mr. Brutyn made salary and benefit recommendations for administrative assistants/office professionals; administrative employees; athletic event supervisory employees; auditorium and support technicians; Co-op students, work experience students and student assistants; management employees; preschool employees; substitute teachers (those not contracted through EDUstaff); substitute/temporary secretaries; temporary (seasonal) employees; therapy assistants and transportation employees for the 2020-21 school year as follows:
Salary and benefit recommendations for these groups are as follows:
- All major employee groups received salary and wage scales increases per contractual obligations and the schedules defined in this letter.
- 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 Associate Superintendents) 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.

- Note: This annual provision was temporarily suspended in Spring 2020 due to Executive Order: 2020-65.

Continue the district medical plan as a HDHP ($1,400/$2,800) with an HSA. District HSA funding will be distributed 2/3 in January and 1/3 in September.

Legislative changes to the Michigan Public School Employees Retirement System in 2012 created a structure of 14 separate classifications of payroll rates. Current rates are anticipated range from 20.96% to 27.50% 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 and meet statutory ‘hard-cap’ requirements.

The rates for 2020-21 are as follows:

<table>
<thead>
<tr>
<th>Classification</th>
<th>Single</th>
<th>Employee + 1</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrators</td>
<td>1.75%</td>
<td>2.5%</td>
<td>3%</td>
</tr>
<tr>
<td>MCEA</td>
<td>1.75%</td>
<td>2.5%</td>
<td>3%</td>
</tr>
<tr>
<td>MCESPA</td>
<td>0.75%</td>
<td>1.5%</td>
<td>2%</td>
</tr>
<tr>
<td>MFP</td>
<td>0.75%</td>
<td>1.5%</td>
<td>2%</td>
</tr>
<tr>
<td>Office Professionals</td>
<td>0.75%</td>
<td>1.5%</td>
<td>2%</td>
</tr>
</tbody>
</table>

Unaffiliates not listed above (Managers, Building Managers, Workstation Techs, Pre-Primary Employees, Bus Drivers)

0.75% 1.5% 2%

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 and benefits of the Superintendent is determined separately and will be established by the Board. Motion carried unanimously (7-0).

4.5. Lauderbach/Rausch moved for approval of the Certification of Summer Taxes for 2020 Resolution.

WHEREAS, this Board of Education was authorized by the electors of the Midland Public Schools on November 4, 2014 to assess up to 18 mills of the taxable valuation of the school district for 10 years, 2015-2024, 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 2019, and communicated such action to the City of Midland by letter dated November 19, 2018; and
WHEREAS, Public Act 38 of 1999, being MCLA 211.39, requires that millage rate assessments be rounded down to four decimal places; and
WHEREAS, the electors of the Midland Public Schools on February 24, 2015, authorized this Board of Education to issue bonds and to assess the taxable property within the district for the purpose of collecting monies to pay the debt service on these bonds and to deposit such monies into the related bond debt retirement fund, subject to the limitations of the Revised School Code as amended;
NOW, THEREFORE, BE IT RESOLVED, that there be spread on the 2020 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 2020 Summer Tax Roll a tax levy on the taxable value of principal residence, qualified agricultural, qualified forest, industrial personal, and commercial personal property of the school district within the City of Midland of 0.8243 mill for the general operating fund; and
RESOLVED FURTHER, that there be spread on the 2020 Summer Tax Roll a tax levy on the taxable value of commercial personal property of the school district within the City of Midland of 3 mills for the general operating fund; and
NOW THEREFORE, BE IT RESOLVED, that there be spread on the 2020 Summer Tax Roll a levy on the taxable property of the school district within the City of Midland of 1.475 mills to pay the debt service on the voter authorized 2015 School Building and Site Bonds, series I & II and to deposit such collected monies into the associated bond debt retirement fund; and
RESOLVED FURTHER, 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 2020 Summer Tax Roll.
A roll call vote was taken by those members present  Ayes: McFarland, Singer, Rausch, Fredell, Baker, Blasy, Launderbach. Motion carried unanimously.
(A copy of the full resolution is attached to the Board Minutes for this meeting.)

4. 6. Rausch/Fredell moved for approval of the following item:
Bids were accepted for the 2020-21 Workers’ Compensation Insurance program. The FFO Committee reviewed services, comments, potential dividends, and premium costs from the agencies participating in the bid process. The committee recommended the award to the low bidder, Ieuter Insurance Agency of Midland, Michigan. The bid amount was $65,187.00. Motion carried unanimously.

4. 7. Rausch/Fredell moved for approval of the following item:
Administration sought approval to deliver a purchase order to Presidio, Inc. of Wixom, MI for $65,750.00 to provide replacement Chromebooks for those lost or damaged during the recent floods and COVID-19 shutdown. The pricing was for 250 Dell 3100 Chromebooks with management licenses at a cost of $263 ($239 per device + $24 per license) per Chromebook. The pricing provided was from the State of Michigan SPOT (Statewide Purchasing Online Tool) bid and follows Board purchasing policy. This expenditure was from the General Fund. Motion carried unanimously.

4. 8. Rausch/Baker moved for approval of the following item:
Bids were solicited for repair work at the Northeast Pool. Inspection revealed abnormal levels of water loss necessitating marcite recoating to continue operations. Administration recommended issuing a purchase order to the sole bidder, Advanced Pool Services, Inc. of Milford, MI in the amount of $41,800. Advanced Pool Services was utilized by MPS in the past for HH Dow High Pool repairs. Capital Projects funds will be utilized for the repairs. Motion carried unanimously.
4. 9. For Information: HH Dow High Servpro Media Center Repair
Due to the time sensitive nature of the Dam failure emergency, a service agreement was entered with Servpro of Saginaw, MI for water mitigation & restoration, structural stabilization, asbestos abatement, and reconstruction of the HH Dow High Media Center. This expenditure amount is pending work completion and the source of funding is pending insurance claim outcomes. We have filed a claim with FEMA and with the insurance company, but are not too hopeful to receive a large dollar amount.

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

6. FINANCE, FACILITIES AND OPERATIONS
Study Committee Chair: Ms. Fredell; Staff Resource Person: Mr. Brutyn

6. 1. Finance, Facilities & Operations Study Committee Minutes from June 1, 2020 were read aloud by Treasurer Fredell. Members Present (via Zoom): Mary Fredell (chair), Scott McFarland, Phil Rausch (Physically Present) Mike Sharrow, Brian Brutyn; Guests Present: n/a Location: Administration Center & Zoom
Mr. Sharrow and Mr. Brutyn discussed the following topics with the committee:
1. April Financials: Revenues and expenditures were reviewed. A reduction in April year-to-year expenditures was noted as applicable to the COVID-19 shutdown. Purchase order and card transactions above bid threshold were reviewed.
2. Worker’s Compensation Insurance Bid: The bid tab was reviewed. A recommendation will be presented at the June Board of Education meeting.
3. Northeast Pool Bid: Repair work on the Northeast Pool was bid due to city inspections noting water loss. A recommendation for award be brought to the June Board of Education Meeting.
4. Dam Failure Emergency: Emergency Purchase Orders correlating to the damages were reviewed.
5. 2020-21 Budget: The committee was provided a preview of the 20-21 budget to be presented at the first June Board of Education meeting.

- Corresponding Documents Reviewed:
  o Summer Tax Resolution and Millage Rates for 20-21
  o 2020-21 Employee Salary Letter

6. 2. For Information: Gift of Item
<> A Smart Buddies Customizable 4 Pack "robot" was donated to Siebert Elementary. This gift was the result of Dow High Sophomore, Ava Nelson, who received the Innovative CSO Award through the SVSU Chief Science Officer Program.

6. 3. For Information: Gifts totaling $7,203.35
<> $ 703.35 from HH Dow High All Athletic Boosters for pool swim lanes
<> $ 300.00 from Susan R. Knapp for food service scholarships
<> $1,000.00 from the Northeast Viking Parent Association for landscaping supplies
<> $2,000.00 from the Northeast Viking Parent Association for misc. school needs
<> $1,000.00 from the MHS Athletic Booster Club for shot put area sand
<> $2,000.00 from GENYouth, Inc. for student meal funding
<> $ 200.00 from Barbara T. Gehring for DHS Varsity Hockey

6. 4. Fredell/Lauderbach moved for approval of gifts totaling $632,317.83
<> $400,000.00 from Rollin M. Gerstacker Foundation for HH Dow High Turf Project
<> $200,301.83 from the Midland Area Community Foundation (MACF) for the HH Dow High Turf Project
<> $ 32,016.00 for temperature sensor tablets from Arthur C. Frock Endowment Fund from MACF
Member Blasy abstained from the vote because of a potential conflict of interest. Motion carried unanimously. (6-0)
7. **HUMAN RESOURCES**
   Study Committee Chair: Mr. Lauderbach; Staff Resource Person: Mr. Brutyn

7.1. The Board and Staff extended their deepest sympathy to the families of:
   <> Mr. Siegfried Jaschinsky, who passed away on March 31, 2020. Mr. Jaschinsky had been the Head Custodian at Midland High for 27 years, retiring in 1993.
   <> Mr. Glenn Waters, who passed away on May 17, 2020. He was a junior/senior high shop teacher for 34 years, retiring in 1976.

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

8.1. For Information: Letters from the Board of Education to:
   <> Midland Area Community Foundation <> Adams Elementary School PTO

9. **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.

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. 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.
   • An update was requested regarding the Midland High flooring project. Mr. Brutyn provided the following information: The moisture mitigation has been completed and installation of tile has begun. Administration spoke with the District’s auditing firm because there was only one bidder on this project (single source bid). The auditor approved as long as the District secured a letter from the company stating the company was the only certified vendor, ensure that the pricing was not gouging and document those items so if questions were to arise, we would have documentation. This project was delayed because of turning MHS into an emergency shelter during flood, however, the work is now underway.
   • Board Member expressed her thoughts regarding our families and friends hurting as a result of recent racial events. Wonderful show of support in Midland following the death of George Floyd. Very proud of our community. We recognize that our schools have work to do to create a more open and welcoming district and at every level in our lives, homes, neighborhoods, schools, communities and nation. We know there are no easy fixes and that challenging conversations and work are ahead of us. We will do our part to listen, learn, take action and contribute to create constant change. Less than a month ago, Ms. Penny Miller-Nelson and Dr. Amy Beasley presented an update about the District’s Diversity, Equity, Inclusion vision and work. We have a lot of strong people in our community that are coming together to create strategy and action steps toward a better future. To those families in our community who are hurting, we hear you.
   • A Board member expressed that it is incumbent upon Board members to take a leadership position especially regarding Diversity, Equity and Inclusion. The Board appreciates all the work that Ms. Miller-Nelson and Dr. Beasley have done to lay the foundation for the DEI plan and the vision for our District. Propose these things: All Board members receive additional DEI education--learning and listening. Propose we hold a DEI workshop for Board members; stressing the Board members commitment to the District’s DEI vision statement; how will we as a Board of Education measure success as a District as we make improvements to get the positive outcomes that we want.
     o Board President McFarland supports the idea of a workshop to be conducted in accordance with the Open Meetings Act.
     o Mr. Sharrow and Ms. Miller-Nelson will work with Dr. Beasley to find a date/time that will work for all Board members.
• Looking at the Governance side of the DEI initiative and how our Board Study Committees can make a commitment to DEI. Propose each Board Study Committee has DEI as a standing action item and report out in each of our Study Committee Minutes the DEI discussion that took place so that DEI is part of every decision making sure that every students in our district has the same opportunity and success.
  o Mr. Sharrow commented that Dr. Beasley is currently working on the governance side to put a DEI strategy in place to work with our Board subcommittees. Each subcommittee (Administrative Services, FFO, CIA, HR) now has a standing action item on agendas and each will report out.

10.2 Announcements from Superintendent Sharrow

• Concerned about the Administrative team here (Associate Superintendents) whose anxiety, stress and workload have been very high--working 70-80 hours a week that includes many evenings, Saturdays and Sundays. Since March we have had to re-create education. Penny and her staff rolled out a great plan and then a week later the State mandated that we create and roll out a Continuity of Learning Plan. On top of that we began to hear what has done to state budgets, and we started to prepare and plan for many different scenarios to make the 2020-21 budget decisions as painless and panic-free as possible even though it is likely Districts will be facing the largest funding cuts ever by our State. When Mr. Brutyn spoke about possible funding cuts yet this school year, it is because the state of Michigan can’t pay their bills. On top of all that we know we need to remediate kids and offer enrichment through summer school. We have put together a quality summer learning plan that we are rolling out this week. We are hearing a lot of anxiety among staff and parents who do not want to participate in summer learning. We have already been working for months trying to reinvent education in our District and what education will look like going forward. We don’t really know what we will face in the fall—we are waiting for the Governor’s task force to give us direction. We have purchased safety equipment like shields and temperature tablet sensors, the CANVAS learning management system, which staff are receiving training in right now, to make MPS more flexible to use blended and on-line learning next year, if needed. In addition to all of that, we had a crisis in our community, which was more of a typhoon than a flood that destroyed many homes in our community. I feel for Sanford and Meridian Public Schools that was hit much harder than we were. Putting all of these things together, we know the need for Social Emotional Learning (SEL) will be very high. We know we already have children of trauma who are at-risk and struggling. We know the trauma and anxiety our students are going to feel when they come back after six months of not being in school, the longest time out of school in our history, will be huge. On top of all of that, we had a tragedy on our Eastlawn demo worksite last week. We certainly feel for the family and what they are going through. The accident has been deemed to be human error by MI-OSHA and the worksite has been cleared to continue demo. However, we have asked the construction company to give themselves a couple of weeks before they return to mourn their loss and return when they are able to finish the Eastlawn demo. With the terrible George Floyd incident and the demonstrations across our community, state and nation, we have got a lot we’ve been dealing with and will continue to deal with going forward. We need to pull together not apart. There is a lot of anxiety right now. Pulling together will be a key piece.

• You will remember that we have been talking about Performance Contracting in FFO, and we had a presentation and discussion to the full board recently. We have talked with our financial consultant PFM. Mr. Brutyn has looked at the numbers and believes it is very doable for us. We spoke with Thrun Law today. If we want to move forward, we will ask Thrun to put together an RFP for us. We will have to bid it out and the process is very similar to a bond project. We are currently working with a company who does some pre-work but they are not guaranteed the work. We will have a choice from there. Our district is in a healthy financial position right now, however, given budget concerns going forward, we can’t pull a few million dollars out of our fund balance to get that HVAC equipment needed for the Administration Center. The District LED lighting is a bonus for us, and we could get some energy saving to help us pay for this contract over time. We know the current HVAC system is at end of life and will quit soon. We cannot take the State Street building down until we remove the HVAC. We anticipate bidding will occur sometime this summer. If we go forward with this and have Board approval, we anticipate selecting the vendor by fall, would do lighting during the school year that was not intrusive and do the heating and cooling in the Admin Center in the spring when the weather isn’t too hot or too cold. In all my discussion with the Board, I haven’t heard any reason to not continue to pursue the Performance Contract. We will bring it to the Board for full resolution.
After Mr. Sharrow’s comments, Board President McFarland, Secretary Rausch and Member Baker made the following comments: the Board is so proud of you, the administrative team and the job you are doing. Mr. Sharrow, Ms. Miller-Nelson and Mr. Brutyn did an amazing job setting up and running the emergency shelter at Midland High during the flooding in May. Several Board members spent days working together with Mike, Brian and Penny. The community embraced it. Those community members and senior citizens who were evacuated to the MHS shelter felt special and comfortable until they could get more permanent housing. Job well done. Tells the community the public schools are the fabric of our community. Our public school district makes our community whole. Our community support was amazing as well as other communities that came to help. The MPS students who came to help showed that we are doing it right. Well done!

11. **ADJOURNMENT**
   Rausch/Fredell moved to close the meeting at 8:29 p.m.

   President: ___________________________  Secretary: ___________________________
   Scott McFarland                           Phil Rausch

   Approved by the Board of Education on:
   C. Young  June 29, 2020