Minutes of Regular Meeting  
October 21, 2019  
The Board of Education Midland Public Schools

A Regular Meeting of the Board of Education of Midland Public Schools was held Monday, October 21, 2019, beginning at 7:00 PM in the Midland Public Schools Administration Center, 600 E. Carpenter Street, Midland, Michigan.

1. CALL TO ORDER: ROLL CALL  
Board Members Present: President Singer, Treasurer Fredell, Secretary Baker, Member Blasy, Member Lauderbach  
Board Member Absent: Vice President McFarland, Member Rausch  
Central Staff Present: Superintendent Sharrow; Associate Superintendents Brutyn, Jaster, Miller-Nelson  
27 audience members were present for this meeting.

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

2.1 Approval of the Meeting Minutes from the September 16, 2019 Regular Meeting.

2.2 The following persons were recommended for employment for the 2019-20 school year:  
<> Georgianne Poprave, 1.0, Elementary Special Education Teacher  
<> Alyssa Brown, 1.0, Elementary Special Education Teacher

2.3 The following staff members announced their resignation effective as of these dates:  
<> Venus De La Cruz, Bus Driver, Transportation Department, October 3, 2019  
<> Kristin Sutter, Paraprofessional, Chestnut Hill Elementary, September 20, 2019

2.4 (Agenda item 2.4 – Payment of school system’s bills for July and August 2019 removed from 2.4 in consent agenda moved to item 3.7 per a request from Trustee Blasy)  
Motion carried 6-0.

2.5 Approval was requested to authorize the following legal payments:  
<> Thrun Law Firm, P.C. for $1,773.00, September 26, 2019, Professional Legal Fees  
<> Lusk Albertson PLC for $90.00, October 4, 2019, Professional Legal Fees  
Motion carried unanimously for items 2.1, 2.2, 2.3, 2.5.

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

3.1 Mr. Sharrow recognized the October 2019 Shining Star employees. These team members were recognized for doing an outstanding job and going above and beyond to make MPS a better place for students.  
♦ Mary Sanborn, Kindergarten Teacher at Siebert Elementary  
♦ Verona Jankowski, Paraprofessional at Woodcrest Elementary

3.2 Midland Public Schools Social Emotional Learning (SEL) Program featuring Siebert Elementary School. SEL information was presented by Jackie Warner from Community Mental Health, School Psychologist Kristi Hainstock, Siebert Elementary Principal Paul Schroll and Siebert Elementary 5th Grade Teacher Tracey Ecker. They spoke about What We Know, Teaching and Building the Whole Child, Social Emotional Learning, National and State Level SEL Competencies, Pilot Schools and Guidance from CMU Consultant, Siebert’s Team and much more.

3.3 Fredell/Lauderbach moved for approval of the Series 1 Bond Audit Report.  
Yeo & Yeo, P.C. conducted an independent audit of the financial statements of the 2015 School Building and Site Bonds, Series 1, of Midland Public Schools. The audit report provided by Yeo & Yeo stated three points of emphasis in its audit. From Page 1, “In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the 2015 School Building and Site Bonds, Series 1 of Midland Public Schools, as of August 28, 2019, and the change in fund balance for the period May 21, 2015 through August 28, 2019 in accordance with accounting principles generally accepted in the United States of America.” From Page 2, “In our opinion, the supplementary information, as identified in the table of contents, is fairly stated, in all material respects, in relation
to the basic financial statements as a whole.” From Page 7, “… during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses.” These statements show that the independent audit of the financial statements of the 2015 School Building and Site Bonds, Series 1, of Midland Public Schools was a “Clean Audit.”

Motion carried unanimously.

3. 4.  Launderbach/Fredell moved to approve the following item:
Resolution to Amend Board Policy to Change Duration of Board Member Terms

RESOLUTION TO AMEND BOARD POLICY TO CHANGE THE DURATION OF BOARD MEMBER TERMS

Midland Public Schools, Midland County, Michigan (the “District”)  
A Regular meeting of the board of education of the District (the “Board”) was held in the Administration Center Board Room, within the boundaries of the District, on the 21st day of October 2019 at 7:00 o’clock in the p.m.

The meeting was called to order by Pam Singer, President.  
Present: Members Baker, Blasy, Fredell, Lauderbach, Singer  
Absent: Member McFarland, Rausch  
The following preamble and resolution were offered by Member Lauderbach and supported by Member Fredell

WHEREAS:
1. This Board has previously determined by Board bylaws to establish the duration of Board member terms at four (4) years.  
2. Section 1 la of the Revised School Code, Act 451, Public Acts of Michigan, 1976, as amended, provides that the duration of school board member terms shall be either four (4) or six (6) years, as provided by the district’s bylaws.  
3. This Board desires to amend its bylaws to change the duration of board member terms of office.

NOW, THEREFORE, BE IT RESOLVED THAT:
1. This Board hereby determines the terms of office shall change from four (4) to six (6) years, beginning in 2020, and a new board member rotation shall be established as detailed in the schedule attached hereto as Exhibit A, with two (2) seats to be voted in 2020 with a term of four (4) year terms and two (2) seats to be voted in 2020 with a term of six (6) years. Thereafter, all terms shall be for a period of six (6) years.  
2. A copy of this resolution shall be filed with the District’s election coordinator.  
3. Board Bylaws Number 0142.1 and Number 0142.3 are hereby modified to read as provided in Exhibit B attached hereto, consistent with this resolution.  
4. All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution be and the same are hereby rescinded.

Ayes:  Members Baker, Blasy, Fredell, Lauderbach, Singer  
Nays:  Members Resolution declared adopted.  

/s/ Lynn Baker  
Secretary, Board of Education  
The undersigned duly qualified and acting Secretary of the Board of Education of Midland Public Schools, Midland County, Michigan, hereby certifies that the foregoing constitutes a true and complete copy of a resolution adopted by the Board at a Regular meeting held on October 21, 2019, the original of which is part of the Board’s minutes. The undersigned further certifies that notice of the meeting was given to the public pursuant to the provisions of the “Open Meetings Act” (Act 267, Public Acts of Michigan, 1976, as amended).  

/s/ Lynn Baker  
Secretary, Board of Education

3. 5.  Fredell/Baker moved to approve the District Property and Casualty Insurance Renewal

The Midland Public Schools protects its real and personal property with an all-risk replacement cost policy. The value of the District properties and contents is now listed at $247,452,479.00. A price quotation has been received from our local insurance agent, Ieuter Insurance Group of Midland, Michigan, for coverage for the 2019-2020 school year. This is a one-year renewal of the current policy, which expires on November 17, 2019. The principal coverage and deductibles are:

<table>
<thead>
<tr>
<th>Coverage Limit</th>
<th>Deductible</th>
</tr>
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<tbody>
<tr>
<td>Buildings and Contents</td>
<td>$247,452,479</td>
</tr>
<tr>
<td>Equipment Breakdown (including boilers)</td>
<td>$250,000</td>
</tr>
<tr>
<td>Video Equipment</td>
<td>$20,000</td>
</tr>
<tr>
<td>Violent Event Response</td>
<td>$300,000</td>
</tr>
</tbody>
</table>
School Leaders Errors and Omissions $1,000,000 $5,000
Liability $1,000,000/$2,000,000 Varies by Incident
Umbrella $5,000,000 $25,000

The administration recommended the insurance coverage renewal from Leuter Insurance Group of Midland, Michigan, at a total cost of $245,812.00.

Motion carried unanimously.

3. 6. Lauderbach/Fredell moved for approval of the following item:
Bids were sought for roof replacement on the MPS Maintenance and Transportation building. The administration recommended awarding the project to the low bidder, Thomas Brown and Son Roofing of Bay City, Michigan, for a total cost of $239,195.00. The district Capital Improvement Fund will be utilized for this project. Motion carried unanimously.

3. 7. Note: During this meeting, this item was moved from 2.4 in the Consent Agenda to this location.
Fredell/Lauderbach moved for approval of the following item:
Approval of the payment of the school system's bills for the months of July and August 2019 as listed in the check registers, prepared by Ms. Holderby, in the total amount of $18,089,057 was recommended. The distribution of obligations by fund was included in the documentation.
Motion carried unanimously.

4. REQUESTS TO ADDRESS THE BOARD:
<> A Midland High School Green Club student representative addressed the Board with regard to the food wasted in his school's cafeteria and suggested a composting program and a program of donating leftover food to area families in need.

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

5. 1. Curriculum, Instruction and Assessment Study Committee Minutes from October 15, 2019 were read aloud by Ms. Baker.
Members Present: Lynn Baker (Chair), Mary Fredell, Phil Rausch, Penny Miller-Nelson, Mike Sharrow
Guest Present: Tiela Schurman, Jefferson Middle School Principal
NWEA: Tiela Schurman provided an overview of how NWEA (Northwest Evaluation Association) MAP Growth Assessment is being used at Jefferson. This tool provides teachers with additional information about what a student knows and informs next needs for individual students. There are also uses for the data at the school and district level with regard to the alignment of curriculum and instruction. Plymouth is using NWEA grades 1-5 and all other elementary schools are currently exploring the ideal implementation point for this year.
Inclusion & Diversity Update: The first meeting of the MPS Community and Family Inclusion & Diversity Advisory Team was held on October 9. The district looks forward to next steps with this team. Many schools are engaged in activities to support inclusion and diversity, and it is wonderful to see students and teachers leading these efforts. The #keepitkindMPS campaign is gaining momentum with many schools sharing how their staff and students are "keeping it kind."
Book Adoptions: At the October Board of Education meeting, five new books will be presented for information.
<> Three books are for middle school: Projekt 1065, Refugee and Grenade
<> Two books are for high school English 9: Piecing Me Together and Long Way Down
<> The committee discussed these books and their use as choice selections for students.
Read by Grade 3: The district hosted parent meetings on October 7 to share information about the new requirement and the potential impact on students. Additional information will continue to be shared through school and district newsletters and communications.

5. 2. The following five novels were presented for the 28-day period of examination. These novels are available for review at the office of Curriculum and Instruction.
This book will be used for Reading 6 and Writing 6:
<> Title: Projekt 1065; Author: Alan Gratz; Publisher: Scholastic; Copyright: 2016
This book will be used for Reading 6, English, Language Arts 7 & 8:
<> Title: Refugee; Author: Alan Gratz; Publisher: Scholastic; Copyright: 2017
This book will be used for English Language Arts 7:
<>Title: Grenade; Author: Alan Gratz; Publisher: Scholastic; Copyright: 2018
These books will be used for English 9A:
<>Title: Long Way Down; Author: Jason Reynolds; Publisher: Atheneum; Copyright: 2017
<>Title: Piecing Me Together; Author: Renee Watson; Publisher: Bloomsbury USA; Copyright: 2017

5. 3. The following people have been appointed to the Advisory Board on Instruction in Sex Education and
Birth Control for the 2019-2020 school year by the Midland Public Schools’ Board of Education. Mr. Scott
McFarland is the Board’s liaison to this committee. Dr. Steve Poole and Rev. Wally Mayton will serve as
co-chairs of this committee.
<> Reverend Wally Mayton, Co-Chair, clergy representative from Memorial Presbyterian
<> Steve Poole, Co-Chair, educator, parent
<> Amy Jaster, health professional, parent
<> Michael Donovan, health teacher
<> Marnie Williams, health teacher, parent
<> Owen Jozwiak, Midland High School student
<> Evelyn Pressnell, Dow High School student
<> Dr. Jeff Newman, health professional, parent
<> Scott McFarland, Board of Education member, parent

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

6. 1. Finance, Facilities & Operations Study Committee Minutes from October 7, 2019 were read aloud by Ms.
Fredell
Members Present: Mary Fredell (chair), Scott McFarland, Pam Singer, Mike Sharrow, Brian Brutyn
Guests Present: Kurt leuter, Rich Juday, Chris Malecki, John Streeter
Orchard Valley: Project stakeholders discussed options to recognize potential donors.
Mr. Sharrow and Mr. Brutyn discussed the following topics with the committee:
1. July/August Financials: No significant variances from prior years were noted other than increases in
interest revenues.
2. Summer 2020 Bond Work Scope and Bid Schedule: The scope of work is currently being refined and bids
will be brought to the full board in the late fall/early winter.
3. State Budget Update: The state utilized the 2x funding formula. MPS will receive a $120 increase per
student. Categorical additions and reductions were highlighted.
4. Bond Audit: MPS received a ‘clean audit’ with no material weaknesses identified.
5. Insurance Renewal: A request for the renewal of the district’s property and casualty insurance from Ieuter
Insurance Group for a total cost of $245,812 will be brought to the October board meeting. Potential work
on risk management in preparation for Fall 2020 bids was discussed.
6. Maintenance and Transportation Roof: Bids were solicited for the Maintenance and Transportation
Building roof. A request for award of the bid will be brought to the October Board meeting.

6. 2. For Information: Gift totaling $14,619.95
<> $ 665.00 from Mr./Mrs. Collin Buell for Pre-Primary Center books & t-shirts
<> $1,000.00 from Mr./Mrs. John Wilson for HH Dow HS girls' swim team
<> $ 510.00 from Girl Scout Troop #50336 for Chestnut Hill ES library books
<> $ 500.00 from Poznak Dyer Kanar Schefsky Thompson for Northeast MS Robotics
<> $ 200.00 from Jefferson Parent Advisory Committee (JPAC) for CSCTFL (foreign language conf.)
Registration and AV Package
<> $1,950.00 from Siebert ES PTO for teacher classroom supplies
<> $ 350.00 from Michigan Tree Farm Committee for Adams ES 4th Grade field trip transportation
<> $ 1,001.00 from Karthikeyan Balakrishnan for MPS homeless student assistance programs
The following gifts have been given in support of Midland HS Robotics:
<> $ 500.00 from Mr./Mrs. Todd Draves
<> $ 700.00 from Pegy Jackson
<> $ 300.00 from Paul Getz
From HH Dow HS All Athletic Boosters
<> $1,000.00 for hockey ice time
From the Midland Area Community Foundation:

CommunityGives Youth Service Program
- $1,000.00 in support of HH Dow HS DECA competition travel costs & fees
- $1,000.00 in support of HH Dow HS varsity pom uniforms
- $1,000.00 in support of HH Dow HS robotics
- $1,000.00 in support of Midland HS robotics

Midland County Youth Action Council
- $250.00 in support of HH Dow HS school supply drive CAS project
- $500.00 in support of HH Dow HS voluntary reading library in classroom
- $500.00 in support of books for Woodcrest ES classroom

6.3. Lauderbach/Baker moved for approval of the following item:
- $6,000.00 from Midland Area Community Foundation for books for "One Author, One Community" program for MPS 4th-8th grade students. Motion carried unanimously.

6.4. Gift of Items for information:
- Trumpet (King 600) for MPS Music Program from John Gohndrone
- 1/2 Cello (Eastman Strobel Model 80) for MPS Music Program at DHS from Philip/Christine Hong

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

7.1. Human Resources Study Committee Minutes from October 10, 2019 were read aloud by Mr. Lauderbach
Members Present: S. McFarland (Chair), J. Lauderbach, L. Baker (sub for P. Rausch) M. Sharrow, K. Kowalski

1. Review of current bargaining agreements: Mr. Sharrow discussed current collective bargaining agreements and possible timelines for future negotiations
2. Communications Manager: Mr. Sharrow discussed a trend of School District’s designating a Communications Manager to oversee the growing number of communication channels utilized by students, parents, and community members. MPS plans to complete a Needs Analysis to determine the future state of communications responsibilities.
3. Substitute Teachers: Mr. Kowalski provided recent pay increase for substitute teachers. Current substitute usage numbers were reviewed.
4. FOIA Requests: Mr. Kowalski shared FOIA requests made to the District
5. Recent Hires and Openings: Mr. Kowalski gave an overview of recent certified staff hires and current position openings.

7.2. The Board and Staff extend their deepest sympathy to the family of Ms. Romia Dudzik, who passed away on October 2, 2019. Ms. Dudzik was a Secretary at Carpenter Elementary School for 23 years, retiring in 1984.

8. CORRESPONDENCE TO AND FROM THE BOARD OF EDUCATION

8.1. Letters from the Board of Education to:
- Mr./Mrs. Rodney Coleman <> Cobblestone Homes <> Scott MacGregor State Farm <> AGP & Associates, Inc. <> Savant <> Dale Carnegie Training <> Midland Computer Solutions <> Midland Area Community Foundation <> Mr./Mrs. Steven Lundsted <> Mr./Mrs. Jai Mahabir <> Mr./Mrs. Rick Stoecker <> Mr./Mrs. Brian Anderson <> Mr./Mrs. Keith Heinz <> Mr./Mrs. Michael Steger <> Mr./Mrs. Matthew Sabin <> Mr./Mrs. David Kell <> Mr./Mrs. Shae Richins <> Mr./Mrs. Fredrick Miller <> Ms. Karen Murphy <> Ms. Racheal Pegouskie <> Mr./Mrs. Norman Kanar <> Dr. Jennifer Vannette <> Mr. Eric Buschlen

8.2. Letter to the Board of Education from Chemical City Paper regarding the District's response re: former H.H. Dow High School Principal

9. SCHEDULED ACTIVITIES--FOR INFORMATION
The following is a listing of scheduled meetings or activities of the Board of Education for 2019. 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 18, 2019 <> December 16, 2019
The following dates are tentative until approved at the January 20, 2020 Organizational Meeting.
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 Hearing from Board Members who expressed their …
   - thank you to all who presented the Social Emotional Learning (SEL) information this evening. It was impressive to hear about the work going on at Siebert currently. Board members expressed their interest in having the SEL emphasis grow into all MPS schools.
   - anticipation for the annual Dow v. Midland High Varsity football game Friday night. This is a high energy week at both of our high schools as well as the elementary and middle schools across the District. Game tickets are on sale at Dow High this week. This year marks the 49th consecutive time the two schools meet in week 9. Next year it will change to a mid-season game because of scheduling complications.
   - congratulations to our October Shining Stars, Ms. Sanborn from Siebert and Ms. Jankowsky from Woodcrest. Both are doing great things in their schools.
   - appreciation for Jefferson Middle School’s Music & More tickets Board members received at tonight’s meeting for the November 7 event.
   - interest in Midland High’s fall play the first week in November, *Shakespeare in Love*.
   - thoughts about the Behind the Scenes at the Capitol a Board member recently attended. She met with BOE representatives from across the State of Michigan looking at improving the state of Public Education in Michigan.
   - encouragement for Board members to attend the November Leadership Conference. Looking forward to several of this year’s speakers. One in particular will be speaking on Social Emotional issues.
   - pride in our MPS #keepitkind initiative. It is exciting to see our students putting the “I” in KIND.

10. 2 Announcements from Superintendent Sharrow
   - The HALO detection devices trial has gone very well at Midland High. We are now expanding them to HH Dow High. We are looking for them to be preventive. They have the capability of more than just as a vape detector. If it continues to go well, we may look at expanding to the middle schools.
   - The pre-Labor Day polling question in the Communique will close October 23. The poll results so far are very split. This week we included a poll question about a balanced calendar that included some background about the balanced calendar concept. Results that have come in today have been more positive than I would have thought. The background/information may have helped. We may need to revisit the pre-Labor Day question and give additional information. Next year Labor Day falls as late as it can; it may be helpful to re-poll giving more information about what it will mean for the June 2021 calendar if we don’t begin before Labor Day. We do know an earlier start in the school year gives more time for spring assessment preparation.
   - We are bringing in many different trainings for our Administrative Council members. Last week we had Cristina Patzelt from Thrun Law who did an administrator training on Title IX.
   - Dow Chemical very generously donated furniture to the Administration Center from their 2040 Building that is demoed soon. The donated Dow Chemical furniture is replacing some of our original 1960’s Administration Center furniture. Dow not only donated the furniture but also the moving costs. We will incur the costs for the fitting of the furniture in the Administration Center with Space Inc., but it is a small cost compared to the amount of furniture that was donated. We are excited to see what it will look like inside the Administration Center once everything is installed.
   - The second edition of 2019-20 *Our Schools* went out as an insert in *MDN* a few weeks ago. My office delivered copies all around town last week. This edition included the annual four-page *State of the District* as well.
MPS had the opportunity to host Representative Glenn last week and toured a few MPS buildings sharing some of our innovative programs with this legislator. She is very knowledgeable about schools. Being a mother, she stayed very close to education. Great dialog and one-on-one opportunity for MPS.

I am a member of the Michigan Association of Superintendents & Administrators (MASA) workgroup regarding the teacher shortage. The committee is working diligently on ways to attract more students into education as well as retaining teachers going forward. We have had some great discussions lately. We are actually in the “doing” phase. I think we are going to make some long-term progress.

Our Administrative Services Committee will meet soon regarding the fall policy updates, which are not as extensive as they have been recently. Long term, we may need to have some discussion and look at new policy manual services. If we do, we may want to again adopt the entire manual at one time. It only makes sense to use a policy manual service that is also your district’s attorney who would defend you should litigation arise. We will wait and see what it looks like, see what other districts think who have moved to it and then have the process go through our Administrative Services Committee.

We have been prepping for the next round of Bond work. We want to get the bids out early. The contractors get very busy, and we want to secure the best pricing possible. We have been pushing the architects and construction managers and believe we will have bids ready for you next month. Some of the bids will be for Midland Community Stadium turf, demo of Eastlawn and Franklin Center, tennis court resurfacing and/or full replacement, secondary school windows and doors (over next two years).

The plan is for the Building Trades program to build homes on about half of the 11-12 subdivided lots once the Franklin Center is demolished. We will work closely with the City of Midland on this project. The City will draw up a plan showing what the subdivided lots may look like. We anticipate this plan helping with the long-term sustainability of the MPS Building Trades program.

Once the building is demoed, we anticipate leaving the Eastlawn property vacant at the present time.

We held our first PIC meeting of this year. We now videotape the meetings and put the link on the website. The first meeting was well attended and discussed School Safety initiatives at MPS.

Superintendent staff lunches have been held in October. Some great topics being discussed. Staff are becoming very comfortable with the discussions, which have included School Safety, SEL, Inclusion & Diversity, and more. Staff members are becoming more secure with all of the things we are doing.

Looked at student count again today. Count won’t be certified until January. Based on what we know right now, we anticipate our count being between 50-75 students higher than we budgeted for 2019-20. We are making plans to do a small budget adjustment in December because we now have a better idea of our student enrollment and our foundation allowance from the State. As do each year, we will do in depth budget adjustments in both March and at the end of the school year before the audit.

11. ADJOURNMENT

Fredell/Lauderbach moved to close the meeting at 8:41 p.m.

President: Pam Singer
Vice President: Scott McFarland

Approved by the Board of Education on:

C. Young November 18, 2019