Minutes of Regular Meeting  
December 16, 2019  
The Board of Education Midland Public Schools

A Regular Meeting of the Board of Education of Midland Public Schools was held Monday, December 16, 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, Vice President McFarland, Treasurer Fredell, Secretary Baker, Member Blasy, Member Rausch  
Board Member Absent: Member Lauderbach  
Central Staff Present: Superintendent Sharrow; Associate Superintendents Brutyn, Jaster, Miller-Nelson  
57 audience members were present for this meeting.

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

2.1. Approval of the Meeting Minutes from the November 18, 2019 Regular Meeting.

2.2. School Psychologist, Markie Jones, was recommended for employment for the 2019-20 school year.

2.3. The following staff members announced their resignation effective these dates:  
<> Melanie Berger, Special Education Teacher, Northeast Middle, December 20, 2019.
<> Amy Dore, Paraprofessional, Central Park Elementary, November 27, 2019
<> Rachael Hobbs, Paraprofessional, Central Park Elementary, December 21, 2019

2.4. (Agenda item 2.4 – Payment of school system’s bills for October 2019 was removed from 2.4 in the consent agenda and moved to item 3.7 per a request from Trustee Blasy)  

2.5. Approval was requested to authorize the following legal payments:  
<> Thrun Law Firm, P.C., $141.00, November 27, 2019, Professional Legal Fees  
<> Lusk Albertson, $45.00, December 5, 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 December 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.  
♦ Cassie Honson, Paraprofessional, Plymouth Elementary School  
♦ Eric Attard, Music Teacher, Northeast Middle School

3.2. Steven Poole, MPS Auxiliary Curriculum Specialist, as well as FIRST Lego League (FLL) Elementary Robotics and FIRST Tech Challenge (FTC) Middle School Robotics Volunteer Coordinator, Sudie Ammerman, presented information about this year’s Midland Public Schools’ FLL & FTC programs. Some of the items discussed were the 2019-20 FLL robot game, project and core values. MPS had 9 teams of 4th & 5th graders involved from around the District. Students presented information from their experiences during this year’s build and competitive season. The FLL students showed the Board members individually the robot they built. The Board members then got to hear the FTC middle school teams discuss what the FTC season encompasses, how FTC is different than FLL, goals of the team, how they achieve their goals, the robot design process, the core values and more followed by an impressive demonstration of one of the Northeast team’s robots. Following the presentations, Ms. Ammerman and the students answered questions from the Board members.
3. 3. McFarland/Rausch moved for approval of MPS Emergency Operations Plans, PA 436 of 2018
Pursuant to PA 436 of 2018 requires that by January 1, 2020, a school district, intermediate
school district (ISD), or public school academy shall develop an Emergency Operations Plan
(EOP) or review an existing plan. This act further requires these plans be adopted or reviewed in
conjunction with at least one law enforcement agency that has jurisdiction over the district,
intermediate school district, or public school academy and include a review of the
vulnerability assessment. No later than 30 days after adopting or reviewing their EOP, the board
or board of directors shall provide notice of completed plan to the Michigan Department of
Education (MDE). To do this a school district, intermediate school district, or public school
academy must certify in MEGS+ that its approved EOP contains at least the components as
specified in legislation. Motion carried unanimously.

3. 4. Rausch/McFarland moved for approval of the following item:
Administration recommended approval of Bid Package No. 20-201, 20-202, and 20-205 which
are part of the 2015 Bond Projects utilizing Series 2 Bonds
20-201:
<> Sitework: Tri City Groundbreakers, Inc. (Midland, MI) $1,291,299
<> Athletic Surfacing: Racquet Sports (Comstock Park, MI) $100,391
<> Synthetic Turf: Field Turf USA Inc. (Auburn Hills, MI) $466,812
20-202:
<> Window Replacement and Aluminum Entrances: Architectural Glazing Systems, Inc. (Mt.
Morris, MI) $530,000
20-205:
<> Selective Demolition: SC Environmental SVS LLC (Lansing, MI) $194,543
The total award amount for Bid Packages No. 20-201, 20-202, and 20-205 is $2,583,045
Motion carried unanimously.

3. 5. Fredell/Rausch moved for approval of the following item:
Early success with HALO Smart Sensors deployed in the fall led to the recommendation to
expand utilization to both middle schools and expanded high school locations. Bids were
solicited for 40 HALO Smart Sensors. Administration recommended issuing a purchase order to
the low bidder, ACP CreativIT of Buffalo Grove, IL for $35,200. Grant funds will be utilized for
the purchase. Motion carried unanimously.

3. 6. Rausch/Fredell moved for approval of the following item:
Information solicited from building administrators identified classrooms in need of furniture
replacement.
Design work and purchasing procedures developed from prior projects including purchasing
through national contracts, which ensures that the owner will get the specific products selected at
the price negotiated through the national agencies’ competitively leveraged solicited contracts
were used.
Administration recommended issuing a purchase order for $190,829 to Dew-El Corporation
of Holland, MI for ten sets of classroom furniture (one set for each building). Capital
Improvement funds will be utilized for this purchase. Motion carried unanimously.

3. 7. Note: During this meeting, this item was moved from 2.4 in the Consent Agenda to this location per a
request from Trustee Blasy.
Rausch/Fredell moved for approval of the following item:
Approval of the payment of the school system's bills for the month of October 2019 as listed in the check
registers, prepared by Ms. Holderby, in the total amount of $7,336,854 was recommended. The
distribution of obligations by fund is included in the documentation. Motion carried unanimously.
(Mr. Blasy made a motion to upgrade the BoardBook program and hyperlink purchase order and credit card purchases and all of the supporting documentation of all transactions at the state threshold or greater. No second was received. This item did not go to a vote.)
(Mr. Rausch made a motion to refer to the FFO Board Study Committee an analysis to see if our Board has the PO/PC information needed to make good decisions and bring forth a recommendation in consultation with the business team. The Board then decided to table this motion. (No second was asked for and no vote was taken.) FFO members agreed to look into this at their February 2020 monthly meeting.)
(Mr. Sharrow assured the Board they would bring the information they seek for FFO review in February 2020, but cautioned the Board that this is overstepping into the work the Board delegates to District Administration. The Board sets the budget, Administration stays within the budget and at the end of the year the Board hires an auditor to make sure that the District has met all state and federal guidelines and GASB standards and the Board holds administration accountable. The documentation Mr. Blasy is seeking is always available in the business office as FFO saw at the December meeting.)
Further discussion took place about a previous transaction.

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

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

5. 1. Curriculum, Instruction & Assessment (CIA) Study Committee Minutes from November 26, 2019 were real aloud by Ms. Baker, Chair.
   Members Present: Lynn Baker, Chair; Mary Fredell; Phil Rausch; Penny Miller-Nelson; Mike Sharrow
   Guests Present: Alison Cicinelli, Steve Poole, Jennifer Servoss, Melissa Toner
   **Major Change Proposals:** Curriculum Specialists presented the major change proposals that will be presented to the Board of Education for information at the December meeting. The proposals include:

   **High School IB English:** MPS is updating the IB English curriculum to align with IB’s curriculum review cycle and process. The name change to IB Language and Literature reflects the shift to both literary and non-literary texts in a variety of forms. The proposal includes supplemental compensation for teachers to update the MPS curriculum and resources.

   **Elementary Literacy** - MPS will be implementing K-5 units of study from Lucy Calkins for reading and writing. These units are aligned to standards and embrace the essential literacy practices. This is a two-year implementation with writing in 2020-2021 and then reading and phonics in 2021-2022. The proposal includes funding for the purchase of the curriculum resources as well as the needed professional learning for all K-5 teachers.

   **Sex Ed Report:** The 2019-20 Advisory Board on Instruction in Sex Education and Birth Control has been confirmed. Reverend Wally Mayton will be the co-chair. Our students continue to do well in the Topics for Teens and Health and Wellness classes. This has helped lead to fewer teenage pregnancies in Midland County and a leveling out of sexually transmitted diseases.

   **Inclusion and Diversity Update:** The MPS Community Advisory team has met twice and will continue to meet monthly. The team has reviewed the Inclusion & Diversity strategy, worked to establish their sense of community and team, and is now working to determine the strengths and opportunities related to Inclusion and Diversity. Over the next few months, the team will refine that work in preparation to meet with Mr. Sharrow and district leaders.

5. 2. Fredell/Rausch moved for approval of the following textbook:
   The following textbook was presented for the 28-day period of examination on November 18. The administration recommended approval of this book. As approved, this purchase is contingent on the available funding as approved in the 2019-20 budget.
   This book will be used for Welding Technology 1, 2 and 3:
   <> Title: Welding Skills; Author: B.J. Moniz; Publisher: ATP; Copyright: 2015
   Motion carried unanimously.

5. 3. For Information: Two Major Change Proposals were presented for consideration:
   <> High School IB English
   <> Elementary Literacy
The cost of each proposal includes all anticipated expenses such as curriculum development, staff development, and staff or student materials. Expenses for the total implementation are described in the Major Change Proposal, which is available in the office of the associate superintendent or from the proposer. Board action is anticipated at the January Board meeting. If these proposals are accepted, the changes will be incorporated into the student enrollment procedures for the 2020-21 school year. Upon approval, the implementation of these changes will be dependent upon the budget.

6. **FINANCE, FACILITIES AND OPERATIONS**

   Study Committee Chair: Ms. Fredell; Staff Resource Person: Mr. Brutyn

6.1. Finance, Facilities & Operations Study Committee Minutes from December 9, 2019 were read aloud by Ms. Fredell. Members Present: Mary Fredell (chair), Scott McFarland, Pam Singer, Mike Sharrow, Brian Brutyn. Guests Present: Barton Malow: Daryl Dombrow & Rick Vanderpoel

   **Summer 2020 Bond Work Bid Package #1**

   Representatives from Barton Malow and French and Associates presented bid results and award recommendations for Summer 2020 work. The recommendations will be brought to the full Board at the December meeting.

   **Mr. Sharrow and Mr. Brutyn discussed the following topics with the committee:**
   1. October Financials: No significant variances from prior years were noted.
   2. Board Packet Financial Reporting: Consent Agenda language alterations and transparency options were discussed.
   3. Risk Management Follow-Up: Staff will begin work on risk management in relation to worker’s compensation insurance in preparation for a spring/summer bid.
   4. HALO Smart Sensor Bid: Administration will recommend the award for 40 HALO Smart Sensors to be placed at the middle schools and additional high school locations. Grant funds to will be utilized to pay for the devices.
   5. Classroom Furniture Purchase: Administration will recommend the purchase of 10 sets of classroom furniture at the December Board meeting. Capital Improvement funds will be used to purchase the furniture.
   6. Non-Affiliated Employee Wages: Wage scale adjustments for non-affiliated employee groups were presented to the committee for consideration and feedback.

6.2. McFarland/Fredell moved for approval of the following gift totaling $6,500.00

   $6,500.00 from the HH Dow High Music Booster Club in support of sheet music, travel and instruments. Motion carried unanimously.

6.3. For Information: Gifts totaling $11,041.99

   $250.00 from James M. Hitt LLC for Jefferson's Techno Huskies Robotics
   $40.00 from Snowday LLC for Jefferson's Wired Wolves Robotics
   $100.00 from JSA Consulting Engineers/Land Surveyors, Inc. for Jefferson's Wired Wolves Robotics
   $405.00 from Garber Management Group for Jefferson's Wired Wolves Robotics
   $200.00 from Schweitzer Engineering Laboratories, Inc. for Adams Elem. books
   $1,000.00 from Midland County--Bergstein Fund for JCC Thanksgiving dinners
   $34.10 from Mr. & Mrs. Andrew Thompson for Woodcrest student unpaid lunches
   $1,599.72 from Midland County ESA for Gerstacker Teacher Innovator Mini-Grant for Chestnut Hill
   $250.00 from The Kendall Group for Northeast Robotics
   $500.00 from Kettering University for Northeast Robotics
   $95.17 from BW-Midland, LLC for Jefferson Wired Wolves Robotics
   $279.00 for music activity account
   $279.00 for staff member to attend literature conference
   $279.00 for staff member to attend literature conference

   From Jefferson Parent Advisory Committee (JPAC):
   $500.00 for music activity account
   $570.00 for Chestnut Hill FIRST Lego League program
   $1,500.00 for Jefferson Wired Wolves Robotics
   $340.00 for Adams Robotics FLL Team 17107
   $1,140.00 for Plymouth Robotics

   From the Midland Area Community Foundation
$460.00 in support of Midland HS SAVE Club from Violence Prevention Partnership
$500.00 in support of HH Dow HS Special Olympics Student Leadership from Midland County Youth Action Council

6. 4. For Information: Gift of Items
<> Baldwin 523 Piano from Dan and Erin Lacher for Jefferson Middle School
<> Percussion Kit (Vic Firth) from Ron and Sharon Fetzke for Jefferson Middle School

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

7. 1. The Board and Staff extended their deepest sympathy to the families of:
<> Phyllis McDonald, who passed away on November 11, 2019. Mrs. McDonald was a kitchen assistant and school aide at Midland High, Adams and Northeast for 24 years, retiring in 2006.
<> Terri Leigeb, who passed away on November 13, 2019. Mrs. Leigeb was a paraprofessional at Woodcrest Elementary for 21 years, retiring in 2010.
<> Mr. David Powell, who passed away on November 27, 2019. Mr. Powell was an MPS Teacher and Principal. During his 34 years at MPS, he worked with students and staff at Chippewassee, Chestnut Hill, Mills and Windover, retiring in 1994.
<> Mr. Gary Verlinde who passed away on December 2, 2019. Mr. Verlinde spent 41 years as a dedicated educator and administrator with Midland Public Schools. During his MPS tenure, he was an Assistant Superintendent, Director of Human Resources, Principal, Coordinator, Supervisor, Teacher and Coach. During his MPS career, Mr. Verlinde worked with the students and staff at the Administration Center, Chestnut Hill, Central Middle School, Dow High, Midland High and Jefferson Middle School. In addition, Mr. Verlinde was the Ernest R. Britton Midland County Teacher of the Humanities Chair.

7. 2. <> Ms. Sherry Mitchell, Manager, Information Systems Department, announced her retirement effective 01/03/2020.

8. CORRESPONDENCE TO AND FROM THE BOARD OF EDUCATION
8. 1. For Information: Letters from the Board of Education to:
<> Midland Area Community Foundation <> HH Dow High All Sports Boosters <> XALT Energy MI LLC <> Olin Corporation <> LaLonde's Foods <> ServiceMaster of the Tri-Cities <> Kerr Pump and Supply <> Mr. and Mrs. Alan Ott <> Rollin M. Gerstacker Foundation <> Midland Center for the Arts <> Siebert PTO <> Laura Ludington Hollenbeck Foundation <> Mr. Kurt Yockey <> Mr. Pete Conarty <> Midland Furniture Garage

8. 2. For Information: Letter to the Board of Education from Mackinac Center for Public Policy requested current superintendent contract.

9. SCHEDULED ACTIVITIES--FOR INFORMATION:
This was the final Board of Education meeting 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.
The following dates are tentative until approved at the January 13, 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 …
    • appreciation for all of the students presented Robotics information tonight. The level of programming they were able to receive is phenomenal and humbling! To put it in perspective from a
Board member with an Engineering degree, what the students are doing is far and above what I did in college. Absolutely amazing! Great presentation. Thank you to the adults who support the robotics program in our schools. This wonderful program continues to grow and develop each year.

- thank you to the schools for all they are doing for outreach and giving back in the community over the holiday season.
- thanks to all of the gift donations that were received this evening and are received each and every month.
- congratulations to our December Shining Stars, Mr. Attard, Music Teacher at Northeast Middle school and Ms. Honson, Plymouth Elementary Paraprofessional. We love recognizing those who go above and beyond for MPS students.
- thoughts about the loss of Gary Verlinde. He was a dedicated educator who loved the students and MPS staff members. He will be dearly missed by so many.
- thanks to the schools for the Christmas cards we received.
- appreciation for the tour of the renovated science lab at Dow High. Just amazed. So many things we had hoped for for so long have come to fruition. Very, very impressive.
- encouragement to support the Dow High music program’s fruit buying season currently underway.
- wishes of Merry Christmas to everyone and enjoy your holiday break. Be safe.
- gratefulness this season for the educators in our district. For the students and their hard work day in and day out. Grateful for a break for our students and our educators. See you in January.

10. 3 Announcements from Superintendent Sharrow

- Midland County schools officially applied for the Labor Day Waiver through the State of Michigan. County Superintendents are planning that students would attend school the Tuesday, Wednesday and Thursday before Labor Day. We should find out soon whether the waiver was granted by the State. Once we know if the waiver has been granted, we will begin negotiations with Midland City Education Association for the 2020-2021 District calendar.
- Mr. Sharrow and Mr. Jaster have been working on the Emergency Operations Plans (EOP), which we have had in place for a few years but have been revising to align with new requirements. We have also been working with our County emergency responders on a full-scale drill for this May. We have also been working on some new safety/security technology called Raptor, which is much more advanced than our current CrisisGo software. We are ready to purchase Raptor. One big change we will see with the implementation of Raptor is the visitor check-in procedures in our school offices.
- You will be hearing Ms. Miller-Nelson talk about 31N money (school mental health dollars from the State) that flows to the ISD. We received our first payment last year and have now put in more for this work. Kristi Hainstock has started in her role as a Student Support Specialist, and we are looking at the possibility of bringing on a second person in this role in addition to contracting out some additional services. Stay tuned for more to come on this.
- Great Start Readiness Program Grant: We were able to secure two additional GSRP seats for two children who were on the waiting list at our Midland County consortium. We were able to add them to our current GSRP classrooms, however, we had to add a little bit of additional staff to go from 16 to 18 in our classrooms. We continue to expand our ability to add to our Pre-Primary offerings.
- Sudie Ammerman is a great volunteer for the District and puts in many hours for the Robotics program. She is the glue for MPS elementary and middle school robotics and one of the reasons that Central Park and Plymouth have teams now. Thank you, Sudie, very much for all you do!
- When Pam and I toured the District when I was considering the MPS superintendent position, Gary Verlinde is the person who toured us around the District. His love for MPS was incredible. He is one of the reasons we knew “we were in” at that point. The District could not have had a better employee than Gary. He was so good to me in my first two years before he retired. God rest his soul!
- Mr. Sharrow remarked that the Board is going into Closed Session to discuss his evaluation; however, you are really evaluating the entire district. This evaluation reflects the hard work and results of the Midland Public Schools’ students, staff and community and the support he receives.

McFarland/Fredell moved to extend the meeting to 10:00 p.m.. Motion carried unanimously.
11. **CLOSED SESSION**
Fredell/McFarland moved to go into closed session to conduct the Superintendent Evaluation at 8:42 p.m. Motion carried unanimously.

Fredell/Rausch moved to go back into open session at 9:44 p.m. Motion carried unanimously.

12. **SUPERINTENDENT EVALUATION**
The Board of Education annually evaluates the performance of the Superintendent of Schools. The evaluation took place in closed session at this December 16, 2019 Regular Board Meeting. The MASB superintendent evaluation instrument was used, which is based on requirements of the Revised School Code. All ratings are based on evidence. The Board evaluated Superintendent Sharrow in seven categories: Governance and Board Relations, Community Relations, Staff Relations, Business and Finance, Instructional Leadership, Student Growth and Progress District-Wide Goals. Ms. Singer reviewed Mr. Sharrow’s Highly Effective rating in each of the seven categories as well as a couple of Board member comments from each category. The Midland Public Schools’ Board of Education has issued Mr. Sharrow’s performance as “Highly Effective,” which is the highest rating possible; the score was reached by the Board in consensus in the Closed Session on December 16. President Singer concluded the evaluation portion of the Open Meeting with the following comments: The Board has been very pleased with Mr. Sharrow’s work at Midland Public Schools. We would like to extend our gratitude to him for his fine job and the administrators who are working under him. Mr. Sharrow is always very quick to credit the positive things that are happening in this District, not to him, but to the strong administrators, educators and all those involved in our District. The Board also appreciates and acknowledges that his evaluation is a reflection of many and all employees in the District. Thank you Mr. Sharrow.
Rausch/McFarland moved to accept Mr. Sharrow’s Superintendent Evaluation. Motion carried unanimously.

13. **ADJOURNMENT**
Fredell/Rausch moved to close the meeting at 9:50 p.m.

President: __________________________ Secretary: __________________________

Pam Singer Lynn Baker

Approved by the Board of Education on:

C. Young January 20, 2020