A Regular Meeting of the Board of Education of Midland Public Schools was held Monday, May 20, 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, Member Rausch
   
   **Board Member Absent:** Vice President McFarland
   
   **Central Staff Present:** Superintendent Sharrow; Associate Superintendents Cooper, Brutyn, Miller-Nelson
   
   76 audience members were present for this meeting.

2. **CONSENT AGENDA**
   
   Fredell/Rausch moved for approval of the consent agenda
   
   2. 1. Approval of Meeting Minutes from the April 15, 2019 Budget Workshop, Regular Meeting and Closed Session; May 6, 2019 Special Meeting and Closed Session Meeting Minutes.
   
   2. 2. Teachers Attaining Tenure Status: The following teachers will have successfully completed their probationary period at the end of the current school year and were recommended for legal tenure status effective at the start of the 2019-20 school year: Michael Donovan, Ashley Dorr, Dominique Endsley, Anthony Gates, Emily Hockemeyer, Katherine Kret, Mistine Nasrey, Lelah Sellers, Kara Stark, Jillian Struble.
   
   2. 3. The following persons announced their resignation as of the following dates:
   
   <> Amy Chvojka-LaLonde, Paraprofessional, Central Park ES, April 29, 2019
   <> Emily Downing, Physical Education Teacher, Midland HS, June 10, 2019
   <> Jason Golden, Skilled Trades, April 24, 2019
   <> Nacole Holliday, Paraprofessional, Central Park ES, May 10, 2019
   <> Se-Ann Joseph, Teacher, Plymouth ES, June 13, 2019
   
   2. 4. Approval of the payment of the school system’s bills for the month of March 2019, as listed in the check registers, prepared by Ms. Holderby, in the total amount of $8,978,844 was recommended. The distribution of obligations by fund was included in the documentation.
   
   2. 5. Legal Invoices for Payment
   
   Approval was requested to authorize the following legal payments:
   
   <> Thrun Law Firm, PC, $3,102.00, April 25, 2019, Professional Legal Fees
   <> Lusk Albertson, $3,231.15, May 6, 2019, Professional Legal Fees
   
   Motion carried unanimously.

3. **BOARD OF EDUCATION MATTERS--PRESENTATIONS TO THE BOARD**
   
   3. 1. Mr. Sharrow recognized the May 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.
   
   <> Amy Baker, 2nd Grade Teacher at Chestnut Hill Elementary
   <> Stephen Dawson, Paraprofessional at HH Dow High School
   
   3. 2. Expanding Global Citizenship through MPS Culture Clubs! Teachers and students from Adams and Siebert Elementary and Jefferson Middle Schools spoke about their experiences this year with the Culture Clubs at their schools. The staff presenters were Kim McMahan, Adams World Language Teacher and Culture Club Director; Karen Staley, Jefferson 6th Grade Math & Language Arts Teacher and Culture Club Director.
   
   3. 3. Associate Superintendent Penny Miller-Nelson and President/CEO, Omni Tech International, Ltd and Inclusion & Diversity Partner Lee Ann Keller provided an update about the Inclusion & Diversity initiative currently underway at Midland Public Schools. An item shared was the MPS I & D Vision: “Everyone in our school community is valued, safe, treated with kindness and respect, and works together to make our
community and world a better place." In addition, the presentation included the planning timeline, the teacher steering team, storytelling, important connections/supports, the inclusive leadership model for school systems, the I & D implementation infrastructure and next steps.

3. 4. Rausch/Lauderbach moved for approval of the Midland County Educational Services 2019-20 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 their offices to review their 2019-20 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.)

3. 5. Consideration of Contract Ratification with MCESPA:
Fredell/Lauderbach moved to accept the contract ratification by the MCESPA. Board members expressed their thanks and appreciation for the recent negotiations by the maintenance, ground and skilled trades employees for the contract ratification. Motion carried unanimously.

3. 6. Rausch/Baker moved for approval of the Enviro-Clean Custodial Services Contract Renewal. The District began contracting for custodial services in 2007 and has been with Enviro-Clean since the 2014-15 school year. A two-year contract extension with Enviro-Clean of Holland, MI for an annual cost of $1,598,049.24 and $1,619,782.32 in the respective years was proposed. This is an increase in cost of approximately $40,500 over the previous contract in the first year and $22,000 in the second year. These increases are due to the use of an additional Enviro-Clean employee as the day building manager in one of our elementary buildings and increased starting wages in both school years. Administration recommended this two-year contract extension with Enviro-Clean. Motion carried unanimously.

3. 7. Lauderbach/Rausch moved for approval of the Media Center Furniture Purchase for Adams Elementary. The purchase of furniture for the new media center at Adams Elementary School will complete the elementary level media centers. 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 $79,957.55 to Dew-El Corporation of Holland, MI. Motion carried unanimously.

3. 8. Rausch/Fredell moved for approval of Northeast Roof Rehabilitation. The condition of the roof at Northeast is reaching the point that some rehabilitation/replacement action needs to be taken. The cost of recent replacement roofs have been approximately $5.40 per square foot. A proven liquid process, which would add 12-15 years of life, is available for approximately $3.50 per square foot. Administration recommended the purchase of Tremco roofing material for the National IPA contract price of $96,807.07 and the awarding of the installation to the low bidder, Myers Roofing of Paw Paw, MI at a price of $124,000. Total price for this project is $220,807.07. Sinking funds will be used for this project. Motion carried unanimously.

3. 9. Rausch/Baker moved for approval of District-Wide Concrete Repair and Installation: Annual sidewalk concrete repair and replacement was recently bid out for 2019 summer work. Administration recommended awarding to the low bidder, Better 2 Enterprises from Montrose, MI at a total price of $57,546. This project will use capital improvement funds. Motion carried unanimously.

3. 10. Lauderbach/Rausch moved for approval of District Asphalt: Summer asphalt work was recently bid. This work includes crack filling, sealing, striping and some limited paving. Administration recommended awarding the work to Pyramid Paving and Construction of Bay City, MI for a total price of $63,714. This project will use capital improvement funds. Motion carried unanimously.

4. REQUESTS TO ADDRESS THE BOARD:
The following individuals addressed the Board:
- Katrina Wrobel, who resides in the Woodcrest attendance area, with regard to Inclusion & Diversity.
- Lifang Qiu (Lisa), who resides in the Siebert attendance area, with regard to the Midland Chinese School.
- Michelle Kourouma, who resides in the Plymouth attendance area, with regard to Inclusion & Diversity.
5. Administrative Services

Study Committee Chair: Mr. Blasy; Staff Resource Person: Mr. Sharrow

5.1. Administrative Services Board Study Committee Minutes from May 7, 2019 were read aloud by Member Blasy.

Members Present: B. Blasy (chair), J. Lauderbach, S. McFarland (sub for L. Baker), M. Sharrow; Guest Present: C. Young

NEOLA Policy Updates: At the May, 2019, Board of Education meeting, Mr. Sharrow will bring for action to the Board of Education policy changes to a number of Midland Public Schools’ policies as recommended by NEOLA in our Spring 2019 updates. NEOLA retains law firms to provide legal reviews of published materials and consults on policy updates in the spring and fall each year. Therefore, the legal accuracy and compliance of proposed revisions can be unequivocally guaranteed.

Mr. Sharrow and Administrative Services Committee members discussed the 16 Board Policies that have proposed changes (Policies PO0100, PO167.2, PO1422.01, PO2210, PO2414, PO3120, PO3120.04, PO3120.09, PO5113.01, PO5113.02, PO6321, PO6325, PO6605, PO8400, PO8402, PO8500).

The policies to be presented for updates at the May 20, 2019, Board meeting will be included in the documentation for Board members to review before the meeting.

5.2. Blasy/Rausch moved for approval of Board Policy Revisions: Due to changes in Federal and State law, government regulations and school practices, revisions to the following Board policies are requested: 0100, 0167.2, 1422.01, 2210, 2414, 3120.04, 3120.09, 5113.01, 5113.02, 6321, 6325, 6605, 8400, 8402, 8500. Motion carried unanimously.

6. Curriculum, Instruction, Assessment

Study Committee Chair: Ms. Baker; Staff Resource Person: Ms. Miller-Nelson

6.1. Curriculum, Instruction and Assessment Study Committee Minutes from April 15, 2019 were read aloud by Secretary Baker.

Members present: Mary Fredell, Phil Rausch, Penny Miller-Nelson, Mike Sharrow; Guests Present: Jeff Lauer and a student from the PATHS program

PATHS Program: Jeff shared an overview and status update about the PATHS program. PATHS, Personalized Academics Through High School, is designed to offer an additional option for students who are not yet finding success in the current school model or are at risk of not graduating on time or of dropping out of school. PATHS offers a personalized program of both online and face-to-face courses based on student needs and career goals while holding to the same graduation standards as all MPS students. PATHS students are still connected with their high school through CTE and other elective courses, as well as opportunities for extracurricular activities. A current PATHS student shared his experience with the committee to highlight the positive impact PATHS has made in his education and life. PATHS currently has ninety-five students enrolled, and the full MPS eLearning program has approximately two hundred students per school enrolled. Data shows that both programs are helping students meet their learning goals.

6.2. Fredell/Baker moved for approval of the 2019-20 Staff Development Proposals: The district Staff/Curriculum Development Committee recommended 15 proposals for Board consideration at the April 15, 2019 meeting. All proposals were reviewed and prioritized by the Committee. The administration recommended approval. These proposals will be implemented based on the available funding as approved in the 2019-20 budget:

- Secondary Project Lead the Way (PLTW), $45,053.
- Kindergarten KRA Assessment, $4,482.
- PRODIGY, $9,936.
- PYP Collaborative, $22,878.
- Report Cards, Grading, Assessments, $7,990.
- Social Studies Grades 3 & 4, $8,995.
- Social Emotional Education, $4,434.
- Blended Online Course Development, $15,365.
- Inclusion & Diversity Strategy (Funds from Dow I & D Grant)

Staff Development Proposal Total: $229,889.

Total from General Fund: $184,836. (PLTW will be taken from STEM Grant.) Motion carried unanimously.

6.3. The following books were presented for the 28-day period of examination and are available for review at the office of Curriculum and Instruction.

This book is the first one of a series that will be purchased. It will be used for Math 6 and Extended Math 6:
FINANCE, FACILITIES AND OPERATIONS

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

7. 1. Finance, Facilities and Operations (FFO) Study Committee Minutes from May 6, 2019 were read aloud by Treasurer Fredell

Members Present: M. Fredell, P. Singer, M. Sharrow, B. Brutyn, R. Cooper

Finance/Facilities/Operations: Mr. Cooper reviewed and discussed the following items with the committee:

1) March financial reports.
2) Purchase of Media Center furniture for Adams Elementary School.
3) Increase of student breakfast and lunch prices for 2019-20.
4) The Midland County ESA budget. Administration recommends adoption of the resolution expressing support of the MCESA budget.
5) Renewal of the building cleaning contract with EnviroClean.
6) Northeast Roof rehabilitation project.
7) District wide paving and concrete work outside of the bond.

7. 2. Rausch/Lauderbach moved for adoption of the Student Meal Price Increase: The administration recommended an increase in breakfast and lunch prices for the 2019-20 school year. These increases are due to the requirements of Section 205 of the 2010 Child Nutrition Reauthorization Act: Equity in School Lunch Pricing and the rising cost of food prices required to meet the school meal regulations of the Healthy Hunger Free Kids Act. Milk prices are not affected by these increases. The recommended price increase for elementary breakfast and lunch is 20¢ per meal. This will raise the price of an elementary student breakfast to $1.80 and an elementary lunch to $2.70. The recommended price increase for secondary breakfast and lunch is 20¢ per meal. This will raise the price of a secondary student breakfast to $2.10 and the base secondary lunch to $2.95. Reduced lunch prices will remain at 40¢ as required by Federal law. Motion carried unanimously.

7. 3. For Information: Gifts totaling $22,766.57

- $200.00 for DHS Varsity Hockey from Perry/Barbara Gehring
- $100.00 for NMS Band program from Midland HS Music Parents Assoc.
- $4,120.00 for calculators, headphones & author visit from NMS Viking Parent Assoc.
- $750.00 for NMS Girls' STEM Club field trip from Gougeon Employees Found.
- $2,500.00 for MHS BPA Leadership Conference from Dow International Finance
- $500.00 for MHS BPA Leadership Conference from Outlook Dev., LLC
- $500.00 for MHS BPA Leadership Conference from Rehab. Assoc. of MidMichigan
- $510.42 for playground equipment from Siebert ES PTO
- $100.00 for DHS Robotics Team from Members First Credit Union
- $200.00 for DHS Equestrian Competition Fees from Mr./Mrs. Doak Stolz
- $100.00 for DHS Equestrian Competition Fees from Mr. Brian Sieg
- $100.00 for DHS Equestrian Competition Fees from Eastman Animal Hospital
- $100.00 for DHS Equestrian Competition Fees from Mid State Collision
- $100.00 for DHS Equestrian Competition Fees from Garber Auto Group
- $500.00 for DHS Equestrian Competition Fees from Clare Auto Sales
- $500.00 for DHS Equestrian Competition Fees from Maier & Assoc. Acct. Serv.
- $1,527.50 for Teacher wish list items from Woodcrest PTO
From Midland Area Community Foundation Violence Prev. Partnership Fund
- $188.00 for Central Park ES for Yoga Materials
From Midland Area Community Foundation Robert & Barbara Stoppert Fund
- $294.00 for Chestnut Hill ES supplies, paper and laminating film
From Midland Area Community Foundation Kellogg Youth Fund
- $500.00 for Woodcrest ES for Maker Space Materials
$ 500.00 for Plymouth ES for Maker Space Materials
$ 500.00 for Siebert ES for Maker Space Materials
$ 500.00 for Chestnut Hill ES for Maker Space Materials
$ 500.00 for Adams ES for Maker Space Materials
$ 500.00 for Siebert ES Kindergarten field trip

From Dow Parent Advisory Committee
$ 200.00 for DECA State Competition student financial support
$ 300.00 for DECA State Competition student travel
$ 255.45 for mouse pads for classroom
$ 287.20 for math supplies
$ 34.00 for Chromebook charger cords

From Jefferson Parent Advisory Committee
$ 300.00 for Head 2 Head expenses
$ 1,500.00 for music program support
$ 4,000.00 for music supplies and instruments

Fredell/Lauderbach moved for approval of a gift totaling $6,456.00
$ 6,456.00 tables for multiple classrooms from Woodcrest PTO. Motion carried unanimously.

For Information: The following gifts of items has occurred:
$ A Bach Cornet was donated to the Jefferson music program by Mr. Bob Pierce
$ A Bundy Oboe was donated to the Jefferson music program by Mr./Mrs. Mark Nitz

8. HUMAN RESOURCES
Study Committee Chair: Mr. McFarland; Staff Resource Person: Mr. Sharrow

8. 1. Human Resources Study Committee Minutes from April 11, 2019 were read aloud by Vice President McFarland

Members Present: S. McFarland (Chair) M. Fredell (substitute for J. Lauderbach), M. Sharrow, P. Rausch, K. Kowalski

1. Introduction of Kyle Kowalski, Human Resources Director: Mr. Kowalski discussed his previous work experience and current HR improvement initiatives.

2. Midland City Educational Support Personnel Association (MCESPA) Tentative Agreement: The committee heard a summary of the tentative agreement reached April 4th and topics assigned to monthly contract review meetings.

3. Administration Hiring: Mr. Sharrow provided planned start dates for new Administrators at Midland High and Adams Elementary

4. Substitute Teacher Shortage: Mr. Kowalski provided recent dates of substitute shortages and current action plans to mitigate shortages in the future.

5. Teacher Hiring and Recruitment: The committee reviewed a list of recent career fairs attended and a list of position openings expected for the 2019-2020 school year.

8. 2. The Board and Staff extended their deepest sympathy to the family of Mrs. Margaret Hart who passed away on April 19, 2019. Mrs. Hart was a School Secretary at Plymouth and Adams Elementary Schools for 30 years, retiring in 1986.

8. 3. Mr. Lee Leffingwell, Teacher, Midland HS, announced his retirement effective 06/21/2019.

8. 4. Midland City Education Association President Contract Lease: Under the terms for 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 2019-20 school year.

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:

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<td>June 10, 2019</td>
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<td>August 19, 2019</td>
<td>December 16, 2019</td>
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10. CORRESPONDENCE TO AND FROM THE BOARD OF EDUCATION

10. 1. For Information: Letters from the Board of Education to:

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. Hearing from Board Members who expressed their …
- thoughts about visiting the building trades house today as part of the CIA Study Committee meeting. It was great to talk with the students who are building the house and hear their enthusiasm about their hands-on experience this year and their plan to pursue skilled trades as a career. The build was unique this year because they worked with the Habitat for Humanity program to build the house.
- appreciation for both of the presentations that were done this evening.
  o Thank you to Kim, Karen and the Adams, Siebert and Jefferson students who presented information about their Culture Clubs. The students who presented were poised and did a great job presenting. The Board encouraged Culture Clubs to be started in all MPS schools.
  o Thank you to Penny and Lee Ann for your presentation and the hard work of the committee in developing the MPS Inclusion & Diversity Plan. MPS Board members look forward to seeing the progress in this journey MPS is embarking upon.
- thoughts about this year’s Gerstacker ceremony: The Board expressed their appreciation for the talent pool of MPS educators. All of the nominees were fantastic and the four educators who received this year’s Gerstacker Awards are truly outstanding. Congratulations Lynn, Lisa, Andrea & Mike!
- congratulations to our May Shining Stars, Amy Baker and Stephen Dawson. Thank you to these individuals for their hard work and dedication.
- appreciation for the diversity of opportunities our students have access to and the opportunities they have to shine. MPS does such a great job competing against their peers from across the state and nation, from CTE programs to music and the arts, to academics and more. MPS covers the whole gamut with amazing opportunities for our students.
- graduation is coming up. Congratulations to all of the graduates and everyone who helped get them across the stage. We are excited for the graduates and want to hear the great news about your accomplishments. Please stay smart and safe with upcoming graduation celebrations.
- thoughts about Mr. Mark McKulsky, Michigan Association of School Board President, who passed away last week. Our thoughts are with the family and the MASB organization.
- encouragement to fellow board members to take the CBA classes when they are offered by MASB.
- comprehensive about where we might end up with the state budgeting process this year. There is an emphasis in state and local government about student mental health and wellbeing. We know to do it right, it will require people, time and money.

11. 2. Announcements from Superintendent Sharrow:
- Anthony Gates will be moving into an Administrative role joining the HH Dow High and Jefferson Special Services teams as their Supervisor.
- The State of Emergency snow day forgiveness has taken place by the State so we are back to the original MPS final day for students of Friday, June 7.
- Mr. Sharrow was one of 35 superintendents invited recently to the Governor’s mansion to hear Gov. Whitmer’s discussion on her educational package and proposed road tax. Her educational funding proposals are tied to new revenue. As we heard announced last week, the school aid fund has grown but not as much as expected. Looking ahead to 2020-21 State budget expectations, we will be exercising caution as we put together our budget. The MPS financial picture is strong; we need to continue our responsible spending allowing for slow growth.
- Over the past few years, I have done a fall and spring lunch with staff and am currently doing the spring visits. It is always good to talk with staff and get their ideas and help with the district’s self-reflection.
• Jen Servoss will also be joining the MPS Administrative ranks as our Elementary Curriculum Specialist. She will be replacing Lou Ann Bensinger who is retiring this year.
• Michigan Department of Education reviewed our food service contract by doing an audit recently. The MDE commented it was a very clean food service audit with no findings at all.
• The Board will go into closed session to give you the details of the extension of the Midland Federation of Paraprofessionals (MFP) contract. We will then return to open session and recommend that the Board approve the MFP contract extension.
• Courageous Conversation Inclusion & Diversity Training has taken place with the Midland High staff at a recent professional development and then more recently with the full Administrative Council of 30 MPS administrators. Dr. Amy Beasley from Dow Chemical has graciously lead those trainings for us.
• We narrowed Jefferson Assistant Principal candidate pool from 82 candidates to 13 who we requested do a video assignment. In the near future, we will be interviewing six very viable candidates.
• Vision 2030 Education Task Force: Our local foundation partners have formed this community task force to pool their resources to focus on a solid education foundation. They have created a task force of 6-8 individuals who are giving input, and I am one of the 6-8 task force members. I am very excited to be there and help shape that vision.

Fredell/Rausch moved to extend this meeting to go no later than 9:45 pm. Motion carried unanimously.

12. CLOSED SESSION
Blasy/Fredell moved to go into closed session at 9:15 p.m. A roll call vote was taken. Motion carried unanimously.

Board and administration discussed the Midland Federation of Paraprofessionals Contract Extension details in Closed Session.

At 9:31 pm Lauderbach/Fredell moved to go back into open session. Motion carried unanimously.

13. CONSIDERATION OF CONTRACT EXTENSION RATIFICATION--FOR ACTION
Lauderbach/Rausch moved to approve the contract extension ratification by the Midland Federation of Paraprofessionals. Motion carried unanimously.

14. ADJOURNMENT
Fredell/Lauderbach moved to close the meeting at 9:33 p.m. Motion carried unanimously.

Vice President: ____________________________ Secretary: ____________________________

Scott McFarland Lynn Baker

Approved by the Board of Education on:

__________________________  ____________________________
C. Young June 10, 2019