



**REGULAR MEETING
OF THE BOARD OF EDUCATION
Virtual via Webex
Tuesday, December 15, 2020
6:00 PM**

AGENDA

I. CALL TO ORDER	
A. Roll Call	
B. Pledge of Allegiance	
II. ITEMS FROM THE PRESIDENT	
A. Approval of the Agenda	
B. Announcements	
III. ITEMS FROM THE SECRETARY	3
A. Correspondence	4
IV. LEGISLATIVE UPDATE	
V. DISTRICT UPDATES	28
A. Bond Budget Update	29
B. Standards Based Grading Update	46
C. Strategic Plan Update	49
D. DEI Update	
E. SEL Update	59
VI. REPORTS FROM BOARD COMMITTEES	
A. Superintendent's Evaluation and Succession Planning Committee	
B. Policy/Board Governance Committee	
C. Finance/Facilities Committee	
VII. DISCUSSION ITEMS	61
A. Return to In-Person Learning - Critical Aspects	62
1. Elementary Timelines	
2. Secondary Update	
3. Approved Mitigation Plan	87
VIII. PUBLIC COMMENTS	
IX. ACTION ITEMS	96
A. Reconfirmation of Instructional Delivery Plan (Extended COVID 19 Learning Plan)	
B. Policy 1002 Revision (Remote Meeting Attendance)	97
C. December 9, 2020 Closed Session Minutes	
X. ITEMS FROM THE TREASURER	99
1	

A. Expenditures	
XI. CONSENT AGENDA	100
A. Approval of Minutes	
1. November 24, 2020 Regular Meeting	101
2. December 9, 2020 Special Meeting	109
B. Head Start Director's Monthly Report	111
C. Personnel Items	
XII. REPORTS FROM BOARD REPRESENTATIVES	
XIII. SUPERINTENDENT ANNOUNCEMENTS	
XIV. RECOMMENDATIONS FOR FUTURE AGENDA ITEMS	
XV. GOOD AND WELFARE	
XVI. ADJOURNMENT	

**PUBLIC COMMENTS is intended to provide individuals an opportunity to address the Board of Education. Those who wish to do so are asked to complete a Public Comment Card, available at the back of the room. In the interest of fairness, the Board requests each speaker to limit his or her comments up to three (3) minutes.*

ANY PERSON with a disability who needs accommodation for participation in this meeting should contact the Superintendent's office at 248-489-3338 at least three (3) business days in advance of the meeting to request assistance.

ALL MEETINGS, with the exception of closed sessions, are open to the public. Regular Board of Education meetings and most premeetings of the Board of Education are cablecast live on TV10.

The official minutes of the Board of Education are stored and available for inspection in the Lewis Schulman Administration Building of the Farmington Public School District.

December 15, 2020

Regular Meeting of the Board of Education

III. ITEMS FROM THE SECRETARY.

The Board has received communications regarding virtual learning, the superintendent search, the interim superintendent, Board member Smith and the application for Board trustee. Communications are acknowledged and, when appropriate, a response is provided. A list of correspondents can be found in the Board packet, which is available on the FPS website.

III. ITEMS FROM THE SECRETARY.

A. Correspondence.

1. Schoenfelder: FPS - Superintendent Search - Ray and Associates
2. Gwinn: Board Member Smith
3. Flynn: Interim Superintendent
4. Wolocko: Concerned Father of 7
5. Sargent: Superintendent Search
6. Headstart: COVID 19 Data Collection
7. Walker: Board Seat Application
8. Headstart: Whistleblower Training
9. Eisenscher: Application
10. Vaughn: Season's Greetings
11. Taylor: Second Semester
12. Sneed: FPS Superintendent Search
13. McPherson & Jacobson: Superintendent Search



FPS boardofed <boardofed@fpsk12.net>

Application

1 message

Doron Eisenscher <deisenscher@gmail.com>
To: boardofed@fpsk12.net

Tue, Dec 1, 2020 at 10:53 AM

Good morning Board,

I was told the application for the open seat would be available on the website. Unfortunately I can't seem to locate it, could somebody please help.

Thank you
Doron



FPS boardofed <boardofed@fpsk12.net>

Interim Superintendent / or full time

1 message

Cindy Flynn <flynn248mi@aol.com>
To: FPS boardofed <boardofed@fpsk12.net>

Tue, Nov 24, 2020 at 7:21 PM

I vote for Kelly Coffin

She is new here, but knows us inside and out. She is professional on handling things

She is caring and listens to parents, board and more importantly the students. She is an excellent candidate to bring our district to where we were.

Also she would save us money on hiring a search. We just did that! And will anyone better really come here.

Cindy Flynn



FPS boardofed <boardofed@fpsk12.net>

(no subject)

1 message

Vanessa Gwinn <vrgwinn@gmail.com>
To: boardofed@fpsk12.net

Tue, Nov 24, 2020 at 1:09 PM

Myself along with other parents in the Farmington district are calling for the resignation of Angie Smith. She has caused enough trouble on the board. I don't want to hear anything about race involvement. She is unfit to hold the position and enjoys keeping the meetings focused directly on her. She needs to go!!

Sent from my iPhone

COVID-19 Center Level Reporting: Updates to the Data Collection – Register Online Now!

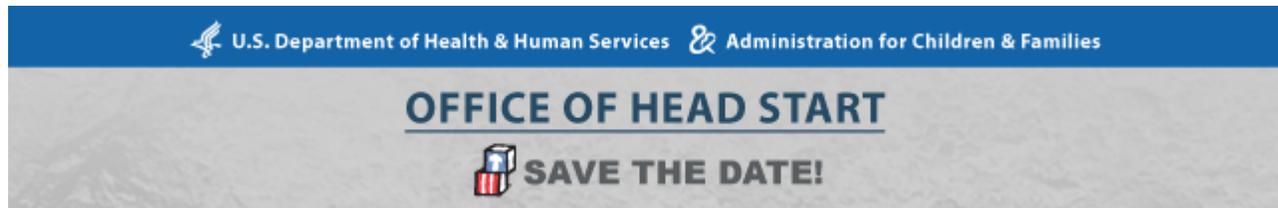
1 message

Office of Head Start <no-reply@hsicc.org>
Reply-To: no-reply@hsicc.org
To: "Mr. Jessica Cummings" <boardofed@fpsk12.net>

Mon, Nov 30, 2020 at 10:00 AM

[View the web version](#)

[Go to ECLKC](#)



COVID-19 Center Level Reporting: Updates to the Data Collection

**Monday, Dec. 14, 2020
2–3 p.m. ET**

Register Online Now!

The purpose of the COVID-19 Center Level Data Collection is to understand Head Start and Early Head Start service delivery during the pandemic. Beginning in January, grantees will enter center-level data about COVID-19 in Head Start Enterprise System (HSES). This webinar will go over revisions to the data collection questions and the technical steps to enter data in the new HSES module.

Presenters

- Dr. Deborah Bergeron, director, Office of Head Start and Office of Early Childhood Development
- Heather Wanderski, director, Program Operations Division, Office of Head Start
- Theresa Rowley, Program Operations Division, Office of Head Start
- Michael Rush, Program Operations Division, Office of Head Start

Target Audience

- Head Start and Early Head Start directors, site leaders, and data leads

How to Register

Select the link to register: https://goto.webcasts.com/starthere.jsp?ei=1408045&tp_key=083762283b

The registration link can be used for both the live event and on-demand viewing. The recording will be available to watch on-demand from 30 minutes after the webinar until Feb. 15, 2021.

Share This Opportunity

Please share this message with colleagues who may be interested in this topic.

Did someone forward you this invitation? Get your copy by subscribing: <https://eclkc.ohs.acf.hhs.gov/subscribe>

Questions?

For more information about registration, access, alternate phone lines, and certificates, contact webcasts@hsicc.org. If you need to make accommodations for colleagues with hearing impairments, please send your request at least three business days prior to the event.

Office of Head Start (OHS) | [330 C Street, SW](#) | [4th Floor](#) Mary E. Switzer Building | Washington, DC 20201
<https://eclkc.ohs.acf.hhs.gov> | 1-866-763-6481 | [Contact Us](#)

You are receiving this email because you are signed up for Office of Head Start communications. If you prefer not to receive emails of this sort in the future, you can [unsubscribe here](#). You also may modify your ECLKC email subscriptions. Recipients subscribed through the Head Start Enterprise System (HSES) must be removed from HSES by their program or office.

Please do not reply to this email. Contact customer service for additional support.

OIG Whistleblower Training – Register Online Now!

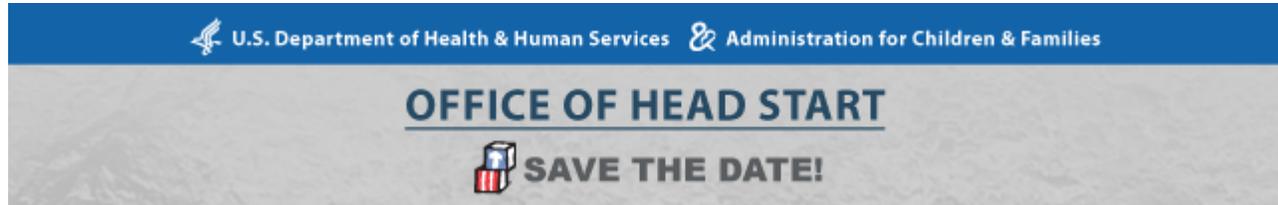
1 message

Office of Head Start <no-reply@hsicc.org>
Reply-To: no-reply@hsicc.org
To: "Mr. Jessica Cummings" <boardofed@fpsk12.net>

Tue, Dec 1, 2020 at 9:00 AM

[View the web version](#)

[Go to ECLKC](#)



OIG Whistleblower Training

Tuesday, Feb. 9, 2021
1 p.m. ET

[Register Online Now!](#)

The U.S. Department of Health and Human Services (HHS) Office of Inspector General (OIG) is responsible for investigating whistleblower reprisal claims related to all HHS grantees and sub-grantees. This includes Office of Head Start (OHS) grantees and programs. A "whistleblower" is someone who reports waste, fraud, abuse, or dangers to public health and safety to another person in a position address it. An employer cannot take an adverse action against employees for engaging in activities protected by whistleblower laws. Such reprisals may include firing or laying off, demoting, denying overtime or promotion, or reducing pay or hours. In this webcast, OIG will provide information and training around whistleblower protections, reprisal investigations, and obligations.

Topics for the webcast include:

- Whistleblower protections for grantee and sub-grantee employees
- What is a whistleblower reprisal investigation
- OIG's role in investigating whistleblower reprisal allegations
- Obligations of grantees and sub-grantees in an OIG whistleblower reprisal investigation

Presenters

- Ann Linehan, deputy director, OHS
- Eyana Esters, deputy branch chief, Advice Branch, HHS OIG Office of Counsel to the Inspector General; HHS OIG whistleblower protection coordinator
- Marissa Hill, associate counsel, Advice Branch, HHS OIG Office of Counsel to the Inspector General

Target Audience

- Head Start, Early Head Start, and Early Head Start-Child Care (EHS-CC) Partnerships grantee and delegate leadership, including directors, CEOs, CFOs, board chairs, and others
- EHS collaboration directors
- TTA staff
- Community Services Block Grant administrators

How to Register

Select the link to register: https://goto.webcasts.com/starthere.jsp?ei=1391561&tp_key=1db3511aae

Share This Opportunity

Please share this message with colleagues who may be interested in this topic.

Did someone forward you this invitation? Get your own copy by subscribing: <https://eclkc.ohs.acf.hhs.gov/subscribe>

Questions?

For more information about registration, access, alternate phone lines, and certificates, contact webcasts@hsicc.org. If you need to make accommodations for colleagues with hearing impairments, please send your request at least three business days prior to the event.

Office of Head Start (OHS) | [330 C Street, SW | 4th Floor](#) Mary E. Switzer Building | Washington, DC 20201
<https://eclkc.ohs.acf.hhs.gov> | 1-866-763-6481 | [Contact Us](#)

You are receiving this email because you are signed up for Office of Head Start communications. If you prefer not to receive emails of this sort in the future, you can unsubscribe here. You also may modify your ECLKC email subscriptions. Recipients subscribed through the Head Start Enterprise System (HSES) must be removed from HSES by their program or office.

Please do not reply to this email. Contact customer service for additional support.



MCPHERSON *MJ* JACOBSON, LLC

EXECUTIVE RECRUITMENT & DEVELOPMENT

11725 ARBOR STREET, SUITE 220 ♦ OMAHA, NEBRASKA 68144 ♦ 402-991-7031/888-375-4814
FAX: 402-991-7168 ♦ EMAIL: MAIL@MACNJAKE.COM ♦ WEBSITE: WWW.MACNJAKE.COM

December 3, 2020

Procurement/Purchasing Department
Farmington Public Schools
32500 Shiawasse Street
Farmington, MI 48336

We have been informed of a possible superintendent vacancy at your school district and would like to receive an invitation to submit a proposal to Farmington Public Schools to assist with your superintendent search.

McPherson & Jacobson has been conducting searches for Boards of Education since 1991 and has conducted numerous national searches. We have over 100 consultants across the United States.

Please send the RFP to:

McPherson & Jacobson, L.L.C.
11725 Arbor Street, Suite 220
Omaha, Nebraska 68144
Telephone: 402-991-7031/888-375-4814
Fax: 402-991-7168
Email: mail@macnjake.com

Sincerely,

Thomas Jacobson

Thomas Jacobson Ph.D.
McPherson & Jacobson L.L.C.

Experienced Professionals

McPherson & Jacobson L.L.C. has been conducting national superintendent searches for Boards of Education since 1991.

Our nationwide team of consultants have been involved in over 815 searches for districts enrolling as few as 10 to over 300,000 students.



13

Additional Services

In addition to the basic services provided, McPherson & Jacobson will provide, at no additional expense, the following services:

- Assist the board in revising and updating the superintendent's job description.
- Assist the board in developing an effective contract.
- Provide assistance in negotiating the contract with the finalist.
- Arrange for on-site visits to finalist's home community.

Investment

Our process is divided into sequential phases. The cost of the Superintendent Search will be dependent upon which level of service the board selects. Prices available upon request.

For more information, please contact

MCPHERSON & JACOBSON, L.L.C.

Executive Recruitment & Development

11725 Arbor St., Suite 220

Omaha, Nebraska 68144

1-888-375-4814 or 402-991-7031

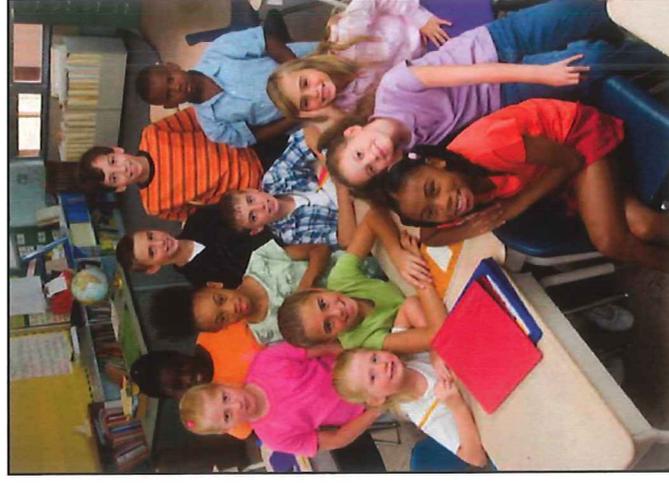
Fax 402-991-7168

Email: mail@macnjake.com

Website: www.macnjake.com



It's About the Kids!



Our mission is to ensure your search results in quality leadership for education excellence

MCPHERSON & JACOBSON, LLC

Testimonials

“AMAZING! Great value. Excellent experience! Very professional, really understood what we were looking for.”

*Nancy Justman
West Bend School District, WI*

“Your consultant was very patient and informative for a board that was not confident in our ability to conduct a quality search. In a very short amount of time, he helped identify four qualified candidates and we chose one who is exactly what we hoped to find.”

*Mark Duncan
McCleary School District, WA*

“McPherson & Jacobson did a thorough and outstanding job of gathering candidates for our school superintendent opening. By nature of the service provided, they had contacts that we would never have been able to match, and their interviews and fact gathering procedures produced results that we, as a board, believe have provided an outstanding superintendent for our school system.”

*Board Member
Troup County School System, La Grange, GA*

“Our district has used several other processes and after speaking with other board members this was definitely top of the list. The community was also very receptive to this process and impressed with the work that went on to choose the best candidate for our school.”

*Amanda Donovan
Wellsville USD 289, KS*

“They provided qualified candidates, a thorough process, professional demeanor, and quick answers to questions.”

*Jeanie E. Smith
Sonora Union High School District, CA*

The McPherson & Jacobson Executive Recruitment Process

- Meet with your board and fully explain the comprehensive services of McPherson & Jacobson.
- With the board, determine the characteristics most desired in the superintendent.
- Identify timelines and deadlines.
- Develop an application form and a printed brochure describing the district and announcing the vacancy.
- Ensure transparency of the process by involving all stakeholders.
- Advertise the position and actively recruit candidates who meet the district's criteria.
- Process all applications and other appropriate paperwork. Keep applicants informed of their status in the search process.
- Screen candidates and conduct reference checks.
- Review the candidates with the board.
- Schedule interview times for final candidates.
- Provide recommended interview structure and procedures, including sample questions for board and stakeholder groups.
- Meet with the board and the new superintendent to establish annual performance objectives for the superintendent.
- If the new superintendent leaves the position during the guarantee period, for whatever reason, we will repeat the process for no charge except for actual expenses.

Sustainability of Leadership

Waters and Marzano review of 3.4 million students' achievement scores found that Superintendents' tenure is positively correlated with student achievement.

MCPHERSON & JACOBSON, L.L.C. is proud to say that over 50 percent of the superintendents our clients hired in the last 10 years are still in those positions—a figure that rises to over 70 percent in the last 5 years!

Superintendent Search

1 message

Valada Sargent <vforvictory@sbcglobal.net>
To: boardofed@fpsk12.net

Sun, Nov 29, 2020 at 4:23 PM

Dear members of the Board of Education,

I hope that this note finds you and your families safe and well. I'm writing as a concerned Farmington Hills resident and school employee.

Out of everything that I've witnessed throughout my 23 years in FPS, the recent events with the superintendent and board of education have me particularly concerned and disheartened. It pains me to see our children confused and upset by what is happening. Our children are watching. Our children are talking. Our children are wondering and hoping that they have not been forgotten.

At this time, it seems best if the interim superintendent is someone who has a history of competent, equity-minded and proven work in our school system. This person should have the trust of Farmington's staff and families while also having a reputation for listening, thinking critically and showing genuine concern for others.

Our kids need stability right now, more than ever and I urge you to select someone who can be trusted to provide it.

Thank you for your time and service.

Best Regards,
V Sargent

Farmington Public Schools - Superintendent Search - Ray and Associates, Inc.

1 message

Kathy Schoenfelder <Kathy@rayassoc.com>
To: "boardofed@fpsk12.net" <boardofed@fpsk12.net>

Fri, Nov 20, 2020 at 2:56 PM

Good afternoon Members of the Board of Education:

Attached please find a letter about our firm and search experience together with a document highlighting "What Sets us Apart."

If you have any questions or would like additional information on how we might be able to assist you in the search for a new Superintendent, please let us know.

We hope to hear from you!

Kathy Schoenfelder

Ray and Associates, Inc.

Phone: (319) 393-3115

Fax: (319) 393-4931

Email: kathy@rayassoc.com

www.rayassoc.com

2 attachments

 **Farmington Public Schools, MI - LOI.pdf**
69K

 **What Sets Us Apart - Ray and Associates_.pdf**
86K

Corporate Office
901 17th Street NE
P.O. Box 10045
Cedar Rapids, Iowa 52410

Phone: 319-393-3115
Fax: 319-393-6911
Email: kathy@rayassoc.com
Website: www.rayassoc.com

Ray and Associates

EXECUTIVE LEADERSHIP SEARCH

November 20, 2020

To the Members of the Board of Education:

I have been advised that Farmington Public Schools will be seeking a new Superintendent. The purpose of this letter is to share information about our firm and the services we can offer to assist you with this important task.

Ray and Associates, Inc. will bring a national, state and local perspective to assist you with a search for a quality Superintendent who would serve your community and Board well; a person who has the communication, professionalism and people skills to work with teachers, parents, students and other governing bodies.

Our experience tells us that the selection of the Superintendent is the most important decision that will confront your Board. The expertise we bring to this process is that we have been in this business for over forty five (45) years and we understand that the success or failure of the new Superintendent is dependent upon finding a match that will meet the goals of the Board and be a "right fit" for the School District and community.

On a **National level**, we have conducted searches in **over thirty (30) states**, working with an average of **thirty-five (35) to forty (40) Districts in any given year**. Not only do we partner with Districts, but work with local and state departments, including the Michigan Department of Education in the Midwest region of the country, conducting its State Superintendent search.

In Michigan we have conducted searches for the following districts: Grand Rapids Public Schools, Benton Harbor Area Schools, Bloomfield Hills Schools, Ecorse Public Schools, Detroit Public Schools Community District, St. Johns Public Schools, Plymouth-Canton Community Schools, Ann Arbor Public Schools, and West Bloomfield School District.

We are currently leading searches for Champaign Unit 4 School District and DeKalb CUSD 428, Illinois; Urbandale CSD, Iowa; Salt Lake City School District, Utah; Kingman-Norwich USD 331, Kansas; North Clackamas School District, Oregon; Greenburgh Central School District, New York; in addition to others across the nation.

With a consulting firm of associates located nationwide, Ray and Associates has developed the most comprehensive pool of candidates of any executive search firm in the country. **Our firm has a national reputation for the recruitment of outstanding candidates that match the expectations of the Board and community.** Recruiting individuals from a variety of

Corporate Office
901 17th Street NE
P.O. Box 10045
Cedar Rapids, Iowa 52410

Phone: 319-393-3115
Fax: 319-393-6911
Email: kathy@rayassoc.com
Website: www.rayassoc.com

backgrounds is a priority to us, presenting candidates who possess a variety of gender, racial and educational backgrounds and identities.

It is only a matter of reality that **outstanding administrators already have good jobs and will need to be recruited.** Even more important is the investigative process and background checks that we perform on all viable candidates to ensure you are looking at quality school leaders in all aspects.

It will be our shared goal with the Board to make the selection process inclusive, professional, efficient, and successful so we can state without reservation that you will be quite pleased with our services. The satisfaction of our customer, the District, serves as our guiding principle as we work toward enhancing the educational experience for all.

We would welcome the opportunity to submit a Proposal and make a presentation of our services at your convenience or to assist in any other way you deem appropriate.

If you have any further questions or comments, please do not hesitate to contact our Cedar Rapids office at 319-393-3115.

Sincerely,

A handwritten signature in black ink, appearing to read 'M. Collins', with a stylized, cursive script.

Michael Collins
President

WHAT SETS US APART?

Ray and Associates

EXECUTIVE LEADERSHIP SEARCH

OUR PEOPLE

- With over **40 years** in the industry, we are the **most experienced search firm** in the nation
- **Associates located across the country** who make up our robust and diverse recruiting network
- **Full-time Office Staff** to take the burden off of District Staff

OUR PLACEMENT

- **Proactively seek applicants** who are not currently searching for new roles
- **Prioritize diversity and employ equity** in all stages of the process; pursuing and placing candidates from marginalized populations
- Provide a **two year guarantee** on placement of Candidates
- Upon request of the placed Superintendent, provide an annual follow-up **Board and Superintendent Self-Assessment Survey** at no cost

OUR PROCESS

- Create a **customized candidate profile** based upon Board, stakeholder, and public input using our 33 Qualities Assessment
 - Surveys available in multiple languages
- Bring **eight to twelve Candidates** to the Board for presentation following extensive background and internet checks
- Provide not only application information, but **top candidate video interviews** prior to Semi-Finalist decisions
- Utilize our scoring instrument, **the Matrix, to build a consensus** amongst Board Members regarding viable Candidates
- Extensive **professional background checks** and **internet checks** of top candidates



FPS Superintendent Search

1 message

Allison Sneed <allisonsneed1@gmail.com>
To: boardofed@fpsk12.net

Wed, Dec 9, 2020 at 7:19 AM

Dear Board of Education Members,

I hope this email finds you well especially as we enter this holiday season.

I am writing to you as a parent, former employee, and former student of Farmington Public Schools.

This season is one of true concern not only for our community's physical health but for the health of our school district. For months as I've tuned in to board meetings I couldn't help but think our "leaders" hold children to behavioral & character standards not even they as adults are practicing. The sight of a teacher begging for her job only to be fired callously, while the same board decided a teacher who uses racial slurs should keep her job- then tears & resignations with no known mediations or restorative intervention (like you want kids to do). These observations have left my husband & I truly concerned for whether this district is our future. The departing Superintendent had no vested interest or history in this community. Leaving under the circumstances makes that clear. I can also personally attest that every attempt to reach out to or have an audience with Herrera were ignored and disregarded. Any & all attempts to reach him or his office when I've had a concern, via email or phone call yielded no response in two years.

As you navigate next steps in choosing the interim and ultimately permanent Superintendent please consider a candidate that has a proven interest in our students and the future of our district. We have qualified- trust worthy candidates right here in our community, with solid relationships. You may also need to look into candidates or leaders you had and lost.

Our current social awakening (or reckoning depending on who you ask) should aid in your awareness that our future leader cannot be a novice with regards to diversity or equity. These are not words of the day, "equity & diversity" must matter by model not by what a candidate writes on paper or feeds you in an interview. I found it truly abhorrent that the departing council vice president used his last moments to thwart an opportunity for any qualified candidate that may be of color by saying "...the fact that we have members pushing privately for a Superintendent of color just disgusts me." I was sad to see a man using his platform to

potentially close an opportunity for a candidate of any demographic before they even show up. It was a comment that tainted opinions of who could be next.

I wish you all the stamina, foresight, and patience needed for the decisions ahead.

Our most important stakeholders- FPS student's futures are in your hands. The ability to walk away from this district is also in the hands of their parents should you get it wrong, again.

Whenever I interacted with parents as a FPS staff member I never forgot that this person has entrusted us with their child and schools provide a "service." No position in this district is above a customer service approach. The same way we change brands or products if we continue to be dissapointed is what parents have the option to do with their child's education.

*We have some great educators & dedicated building administrators.

* Support teachers by making sure they are at the table when decisions are being made.

*Diversity & equity are not a trend.

Best Regards,

Allison & Rajahn Sneed

Parents, Taxpayers, Stakeholders



Second Semester

1 message

Terrie Taylor <terrie@ourtaylorfamily.com>
To: boardofed@fpsk12.net

Thu, Dec 3, 2020 at 5:40 PM

Hello,

I want to acknowledge how hard I know everyone is working to figure out the best for all our children, their families, and staff. I can't even imagine being in your shoes right now. I want to thank you for everything you are doing for our children.

I know this is coming to you last minute, but please allow me to express my thoughts for the second semester, secondary level.

My son is a Freshman, and has a 504 plan. He is a very social child with lots of friends, and is involved in sports. He was really looking forward to starting high school, and was disappointed when he learned he would start high school from his bedroom.

He has done beautifully in this remote situation. He has 5 A's and 1 B currently. I asked him which format he preferred after his last half day, where they had all 6 classes in one day. His answer to me was that he preferred the 90 minute blocks of classes twice a week, because he felt the teachers had a chance to dive deeper into their lessons, and it gave kids time to work on assignments and ask teachers questions during this block of time. He also said it reminded him more of the college format his brother has, and he felt it better prepared him for his future. When I told him next semester he was going back to 6 classes a day, he was devastated. He felt having 6 classes to manage online would be stressful, and more rushed if he had to do all 6 with only a 5 minute break between them. He also expressed to me how much he currently enjoys the extra time in the morning, that he will lose next semester.

I know a given situation will not be perfect for the entire student body. I am bringing this up to you, in hopes that you would consider keeping the schedule the same way it is now for the second semester, and not disrupt the kids routine again. I understand you are doing this so

it will be consistent with the ones returning to school. However, I deeply doubt we will be able to return to school before April, given the CDC is saying this will be the roughest 3 months our country has ever faced.

If the CDC feels our country is headed for the worst 3 months ever, how can we expect our kids to go back to school?

I understand how much work changing every single schedule will be on the staff doing this work. Why would we put them through this daunting task, essentially for nothing? If we are all still remote January 25th, then they all did this grueling work for nothing.

I also feel sending kids back in this current environment will be emotionally taxing on their well being. Kids are picturing returning to school the way they remember school to be. What will happen to their mental health once they realize they are in an environment similar to a hazmat situation? Where everyone is in ppe, they are required to carry around and use a shield, and sit alone to eat lunch. This is not the school they remember, and it will be hard on them to go like this, in my opinion.

I wanted to share my thoughts with you, in hopes you would consider to leave things as they are now for the second semester. Everyone has become used to this routine, and it would be consistent if it stayed this way for the second semester.

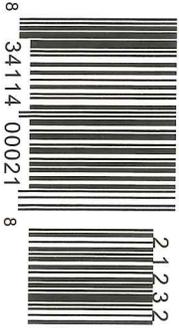
Thank you for your consideration, and I wish you the best tonight as you vote on this difficult decision.

Warmly,

Terrie Taylor



Mill Brook
STUDIO™



\$2.80
21232

www.AlineGreetings.com
© Aline Atlantic Inc., Corner Brook, NL A2H 6T3
Designed in Canada
Printed in China

Season's Greetings



To the Farmington Hills School
Board of Education

I hope you find peace
and harmony within
your department.

Wishing you and yours
a happy holiday season
and a prosperous New Year.

Sincerely,
Frank Vachon

Re: Board Seat Application

1 message

Donald Walker <donjphd@gmail.com>
To: ZACH RICH <zach.rich@fpsk12.net>, FPS boardofed <boardofed@fpsk12.net>

Mon, Nov 30, 2020 at 8:10 PM

Thank you. I went straight to the Board page.

If you can't serve, you can't lead ~

Donald Walker
313-467-3561



On Mon, Nov 30, 2020 at 6:02 PM Donald Walker <donjphd@gmail.com> wrote:
President Rich, Ms. Buckley

Hope your holiday was a safe and enjoyable time. I went to the website per the listserv announcement today to find the application for the vacated board seat scheduled to be filled in January, but I cannot find it. I went through the entire board section as well as others. Can you please tell where and when I can find the application form?

If you can't serve, you can't lead ~

Donald Walker
313-467-3561



Concerned Father of 7

1 message

Dan Wolocko <dwolocko@me.com>
To: boardofed@fpsk12.net

Fri, Nov 27, 2020 at 2:38 PM

To whom this may concern:

It's about time our schools and local community look to better sources about the truths regarding our youth, COVID, and the community and stop hurting our overall citizens well-being. I would appreciate your support by forwarding this email on to the board if education if you can.

<https://imprimis.hillsdale.edu/sensible-compassionate-anti-covid-strategy/>

This is the best article I have read regarding the truth about COVID and proposed strategy for handling it from epidemiological perspective. Politics and fear need to get out of the way of truth. I am supportive of sharing with others close to us as I feel our citizens are being denied honest perspectives like this from credible sources. I am very disappointed that Farmington Hills is denying our families the truth and not taking the best interests of our children into account regarding school. It's time we stand up and educate our teachers, families, and students about the truth.

A key takeaway from this article includes the following related to an honest strategy with peer reviewed credibility.

"Those who are not vulnerable should immediately be allowed to resume life as normal. Simple hygiene measures, such as hand washing and staying home when sick should be practiced by everyone to reduce the herd immunity threshold. Schools and universities should be open for in-person teaching. Extracurricular activities, such as sports, should be resumed. Young low-risk adults should work normally, rather than from home. Restaurants and other businesses should open. Arts, music, sports, and other cultural activities should resume. People who are more at risk may participate if they wish, while society as a whole enjoys the protection conferred upon the vulnerable by those who have built up herd immunity."

Sincerely,

Daniel Wolocko
3136082104
Father of 7 children in Farmington Hills

Sent from my iPhone

V. DISTRICT UPDATES

A. BOND BUDGET UPDATE.

Presenters: Jennifer Kaminski, assistant superintendent-business services; Paul Wills and Scott Smith, Plante Moran CRESA

B. STANDARDS BASED GRADING UPDATE.

Presenters: Kelly Coffin, assistant superintendent-innovation and strategic initiatives; Joe Greene and Tom Shelton, NFHS and FHS principals

C. STRATEGIC PLAN UPDATE.

Presenter: Kelly Coffin, assistant superintendent-innovation and strategic initiatives

D. DEI UPDATE.

Presenter: Bobbie Goodrum, assistant superintendent-diversity, equity, and inclusion

E. SEL UPDATE.

Presenter: Jacqueline McDougal, executive director-special education



2020 Bond Program Overview

Presented to the FPS Board of Education

December 15, 2020



□ Presentation Overview

- Review of March 2020 Bond Approach
- Review of Financial Considerations
- Review of Schedule Considerations
- Review of Next Steps/Phase I Schools

❑ March 2020 Bond Approach

- ❑ Upon successful passage of the March 2020 Bond proposal, Plante Moran Cresa (PMC) assisted Farmington Public Schools (FPS) to confirm the proposed scope within the bond, as identified in FPS' 10-year capital planning template with three major components:
- ❑ PMC conducted the assessment through multiple on-site visits, interviews with FPS Administration and building administrators, and review of FPS-provided documentation.
- ❑ FPS's intent is to use this assessment as a road map to help establish needs for current capital needs in alignment with funding sources. The assessment provides probable costs for the following categories:
 - 2-series Bond Issuance totaling \$98,000,000
 - The ability to address the following;
 - Site/Building Envelope (Exterior Work)
 - Interior Renovations, Plumbing, HVAC, Electrical, Security, and Abatement (Interior Work)
 - Program Soft Costs (Contingencies, professional fees, testing, etc.)
 - Technology, Furniture, and Equipment Allowances

Financial Considerations

- FPS Board of Education placed a proposal for 2-series bond with a bond term of 20 years on the March 2020 election with an approximate Total Bond Amount of \$98M. The following scenario would result in a millage rate 3.20 which is below the current 3.30 mills.

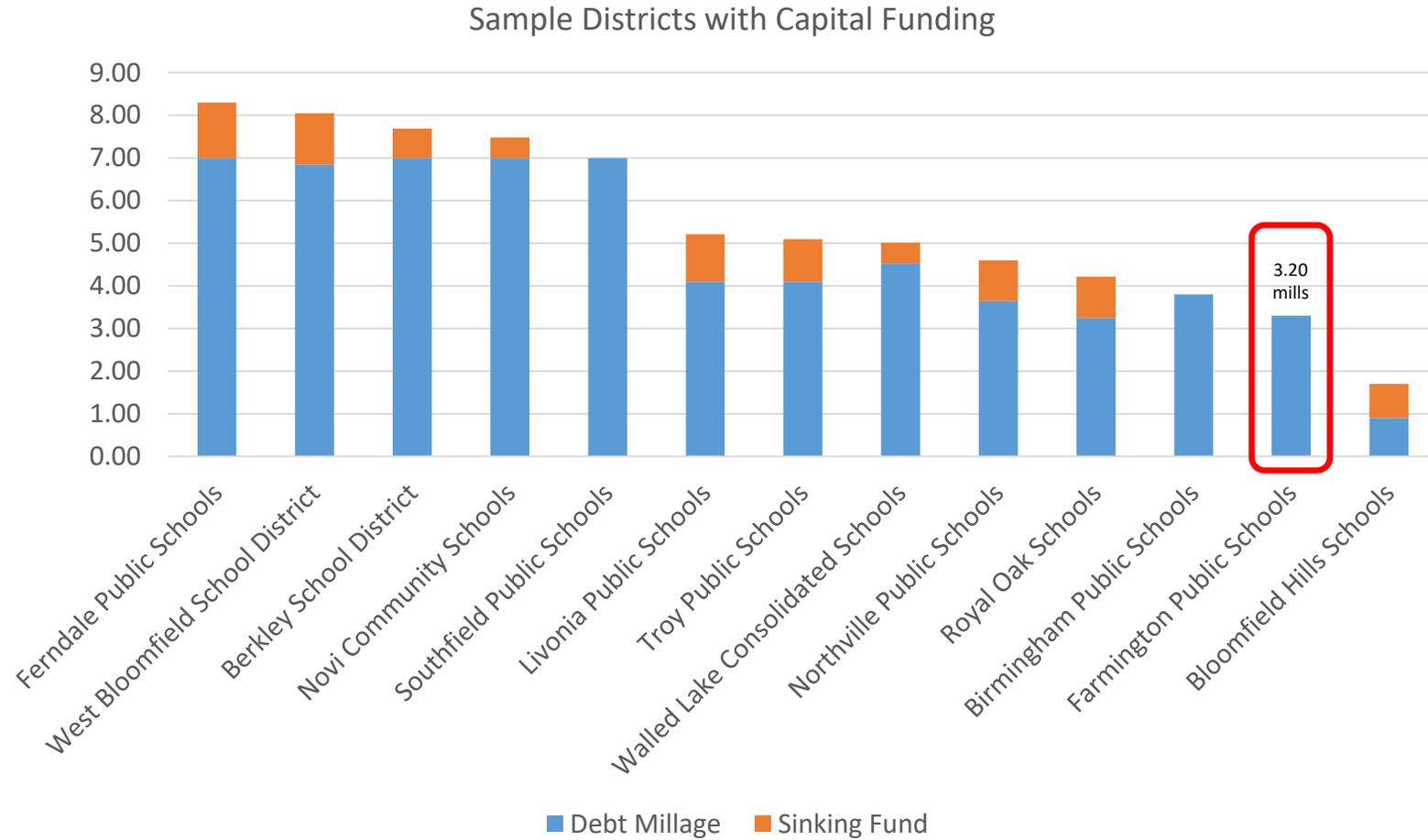


FARMINGTON PUBLIC SCHOOL DISTRICT
 COUNTY OF OAKLAND, STATE OF MICHIGAN
 SCHOOL BUILDING AND SITE BONDS
 (GENERAL OBLIGATION - UNLIMITED TAX)

SUMMARY OF PROPOSED BONDING ALTERNATIVES

Scenario Table No.	Bond Amount	Bond Term	Estimated Total Interest Cost	Estimated Interest Rate	Principal Amortized within 1st 6 Years	Ballot Info		Maximum Total Mills All Debt	Increase (Decrease) in Debt Levy
						First Year Millage*	Average Millage		
Table 5a									
Series 2020	\$68,000,000	19 yrs., 10.5 mo.	\$34,283,861	3.50%	\$7,625,000				
Series 2023	30,000,000	20 yrs., 0 mo.	14,287,875	3.50%	4,150,000				
Total	\$98,000,000		\$48,571,736			0.91	Avg. 1.12	3.20	(0.10)

Financial Considerations



Source: LEA Millage Report 2018

❑ Financing Considerations – Bond Approach

❑ The \$98M allows FPS to address the critical needs in the Capital Plan identified in next 7 years as follows:

- Infrastructure Needs: \$68.5 million
- Technology: \$20.0 million
- Bus Replacement: \$5.5 million
- Furniture/Equipment: \$4.0 million

FARMINGTON PUBLIC SCHOOLS SUMMARY OF 2020 BOND BY BUILDING		
Bldg #	Building Area (SFT)	Name of School Facility
ELEMENTARY:		
1	44,451	Beechview Elementary School
2	46,196	Forest Elementary School
3	56,700	Gill Elementary School
4	78,644	Hillside Elementary School
5	49,658	Kenbrook Elementary School
6	53,326	Lanigan Elementary School
7	47,822	Longacre Elementary School
8	50,139	Wood Creek Elementary School
MIDDLE:		
9	102,222	Farmington STEAM Academy
10	139,100	East Middle School
11	99,672	Power Middle School
12	97,840	Warner Middle School
HIGH:		
13	256,006	Farmington High School
14	232,607	North Farmington High School
15	38,486	Farmington Central High School
16	40,198	Farmington Community School
17	29,394	Visions Unlimited
EARLY CHILDHOOD:		
18	44,207	Alameda Early Childhood Center
SUPPORT:		
19	22,750	Administration Building
20	21,840	Facilities
21	11,172	Transportation
22	21,826	10 Mile Building
		TOTAL BUILDINGS BUDGET

 Denotes 2020/2021 Design Projects

☐ Schedule Considerations – Proposed Bond Approach

FARMINGTON PUBLIC SCHOOLS 2020 BOND SCHEDULE BY BUILDING						
Bldg #	Name of School Facility	FY 2021	FY 2022	FY 2023	FY2024	FY2025
ELEMENTARY:						
1	Beechview Elementary School					
2	Forest Elementary School					
3	Gill Elementary School					
4	Hillside Elementary School					
5	Kenbrook Elementary School					
6	Lanigan Elementary School					
7	Longacre Elementary School					
8	Wood Creek Elementary School					
MIDDLE:						
9	Farmington STEAM Academy					
10	East Middle School					
11	Power Middle School					
12	Warner Middle School					
HIGH:						
13	Farmington High School					
14	North Farmington High School					
15	Farmington Central High School					
16	Farmington Community School					
17	Visions Unlimited					
EARLY CHILDHOOD:						
18	Alameda Early Childhood Center					
SUPPORT:						
19	Administration Building					
20	Facilities					
21	Transportation					
22	10 Mile Building					

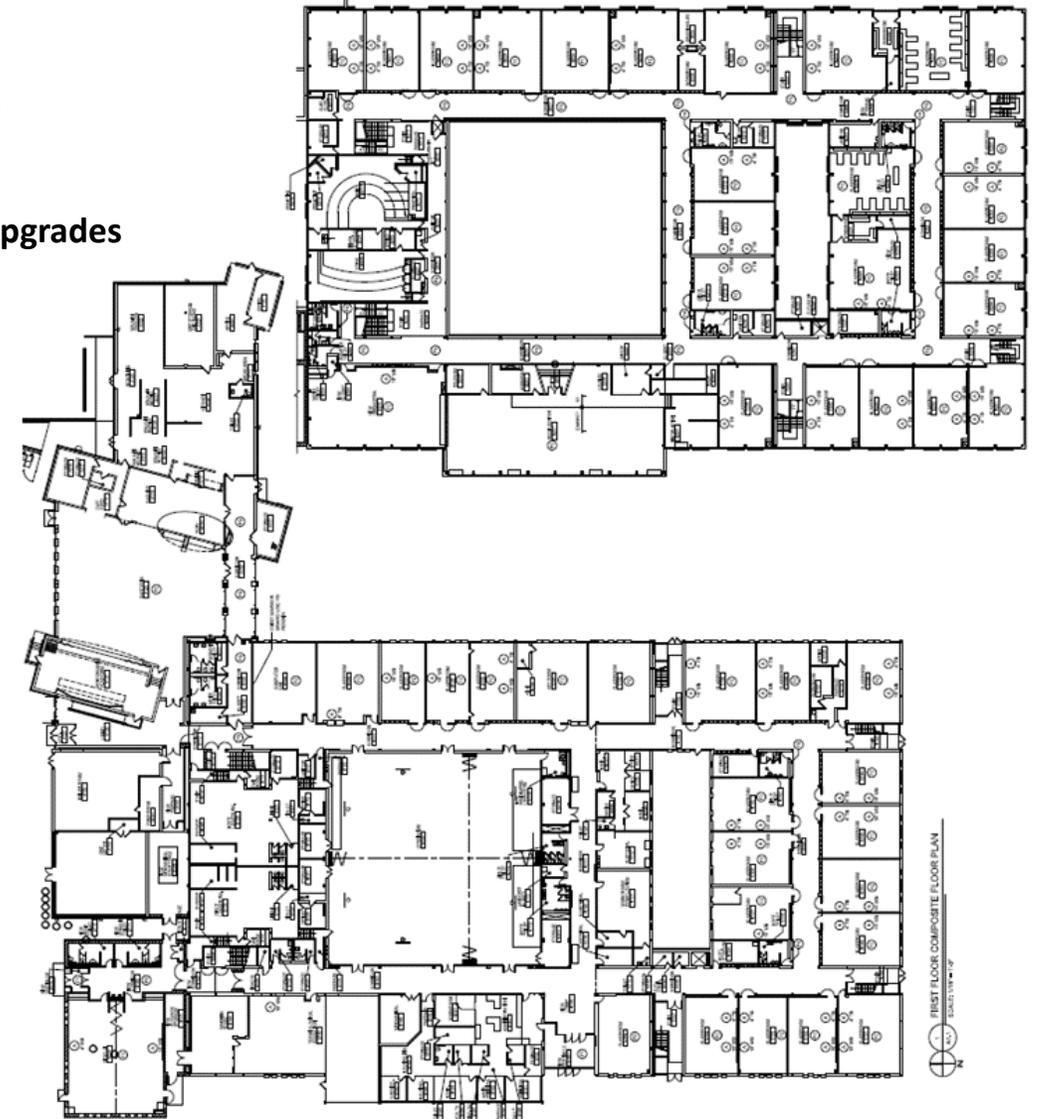
Notes: FY indicated includes a traditional design schedule of 4-6 months, 2 months of bidding/award and 6 months of construction (i.e. Summer Work)



□ East Middle School (\$5,568,805)

Notable Highlights:

- Staff Lot & Front Loop Pavement Replacement
- Replace Lighting & Ceiling Tiles in Music Rooms
- Replace Gym Equipment (Scoreboard, Dividing Curtain, Wall Pads)
- Replace Selective Casework & Countertops
- Replace Science Room Sinks
- Replace Domestic Hot Water Heater
- Replace Unit Ventilators
- Replace Media Center HVAC System
- Replace Exhaust Fans
- Add A/C to IT Room
- Replace Lighting in Cafeteria & Kitchen
- New Sound Systems in Gym & Music Rooms
- New Clock System
- Replace Emergency Generator
- Security Enhancements
- Technology Upgrades
- Furniture/Equipment Upgrades



❑ East Middle School (\$5,568,805)



Existing Parking Lot



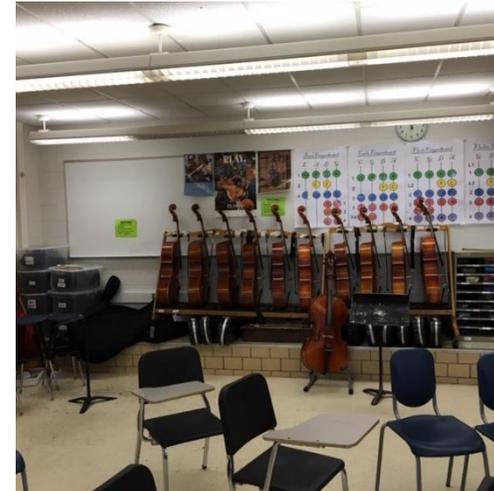
Existing Cafeteria Lighting



Existing Gym Divider



Existing Unit Ventilator

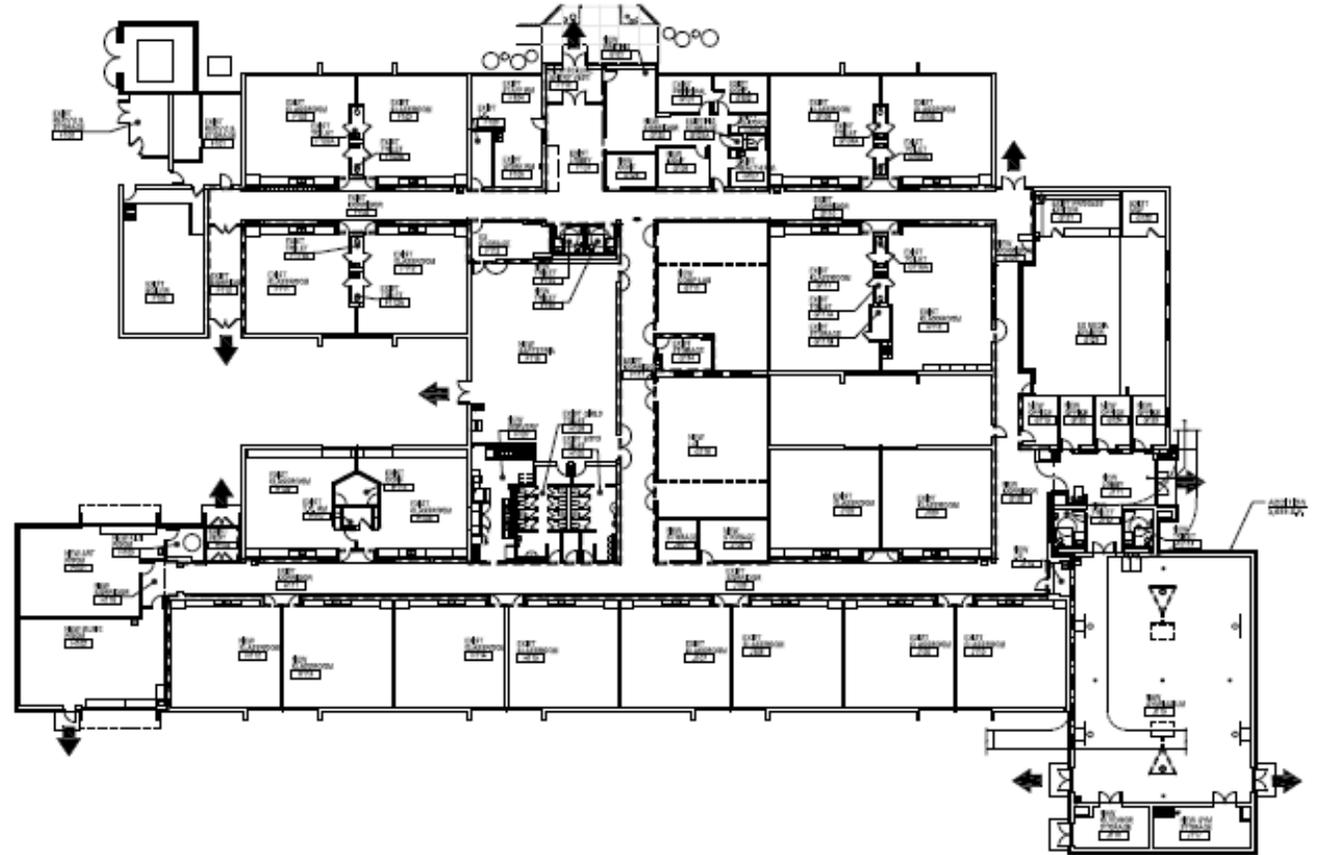


Existing Music Lighting

❑ Forest Elementary School (\$2,019,483)

Notable Highlights:

- New Playground Equipment
- Replace Building Water Service
- Replace Monument Sign
- Replace Dumpster Enclosure
- Window Replacement
- Selective Interior Door/Hardware Replacements
- Selective Classroom Ceiling Tile Replacements
- Replace Classroom Sinks
- Replace Cafeteria Lighting
- Add A/C to Kitchen
- Replace Unit Ventilators
- New Clock System
- Add Emergency Generator
- Security Enhancements
- Technology Upgrades
- Furniture/Equipment Upgrades



❑ Forest Elementary School (\$2,019,483)



Existing Monument Signage



Existing Window Systems



Existing Unit Ventilator

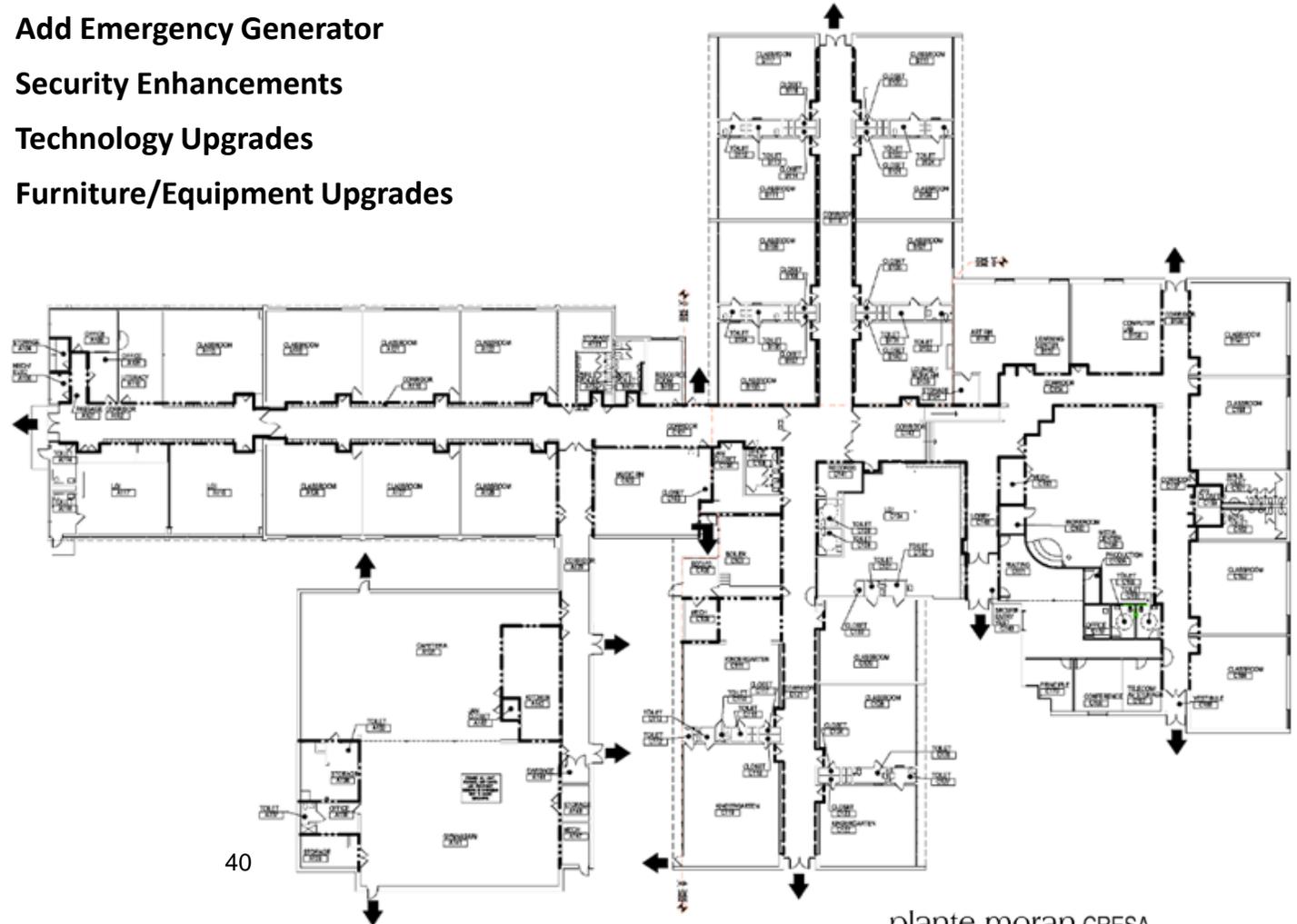


Existing Cafeteria Lighting

☐ Gill Elementary School (\$2,369,264)

Notable Highlights:

- Replace Asphalt Play Pad & Hoops
- New Playground Equipment
- Replace Ballfield Backstop
- Replace Dumpster Enclosure
- Replace Monument Sign
- Selective Interior/Exterior Door Replacements
- Replace Classroom Casework
- Ceiling Work in Selective Classrooms
- Replace Kitchen Flooring
- Gym Window Treatments
- Replace Gym Backboards
- Replace Domestic Water Heater
- Replace Gym Air Handling Units
- Add A/C to Kitchen
- Replace Lighting in Selective Classrooms
- New Clock System
- New Sound Systems in Gym & Cafeteria
- Add Emergency Generator
- Security Enhancements
- Technology Upgrades
- Furniture/Equipment Upgrades



☐ Gill Elementary School (\$2,369,264)



Existing Monument Signage



Existing Dumpster Enclosure



Existing Domestic Water Heater

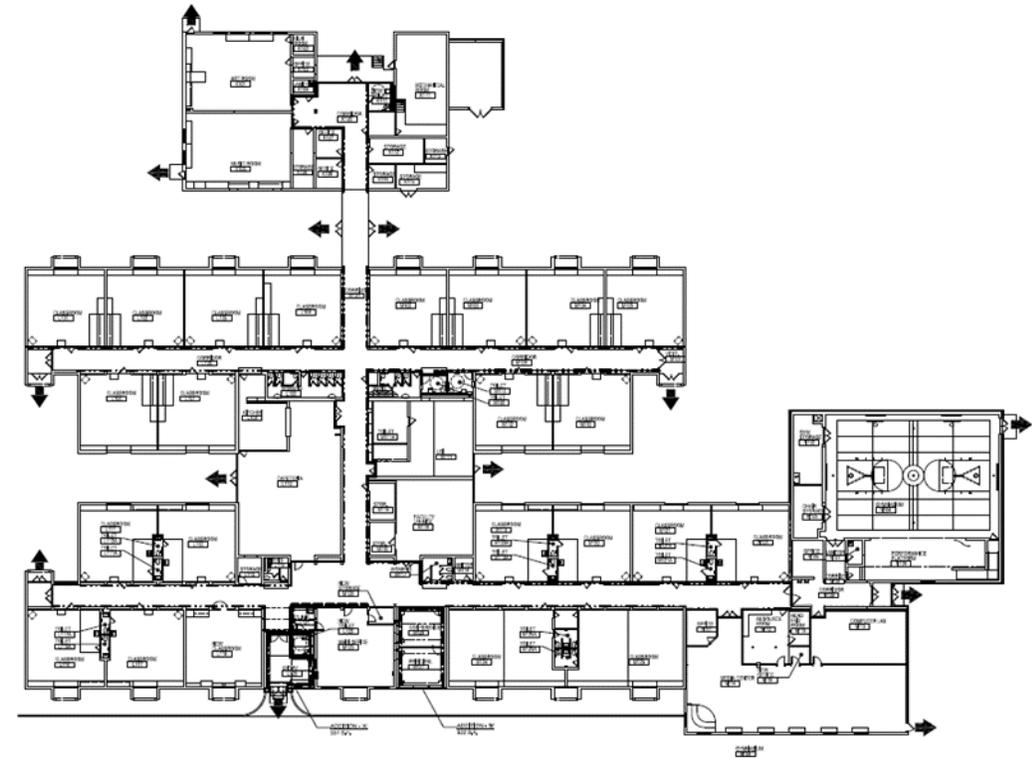


Existing Gym Backboards

□ Lanigan Elementary School (\$2,482,850)

Notable Highlights:

- Front Parking Lot & Drop-Off Loop Pavement Replacement
- New Playground Equipment
- Replace Exterior Basketball Hoops
- Replace Interior Basketball Hoops
- Replace Monument Sign
- Replace Dumpster Enclosure Fencing
- Upgrade to Exterior Egress Windows
- Selective Interior Door Replacements
- Selective Classroom Ceiling Tile Replacements
- Replace Stage Curtains
- Replace Classroom Casework
- Replace Domestic Hot Water Heater
- Replace Unit Ventilators
- Replace Gym Air Handling Unit
- Replace Media Center Roof Top Unit
- Add A/C to Kitchen
- Modify Kitchen Hood Exhaust
- Replace Cafeteria Lighting
- New Sound Systems in Gym & Cafeteria
- New Clock System
- Add Emergency Generator
- Security Enhancements
- Technology Upgrades
- Furniture/Equipment Upgrades



☐ Lanigan Elementary School (\$2,482,850)



Existing Parking Lot



Existing Playground



Existing Egress Window

☐ Considerations and Next Steps

Considerations and Next Steps:

- Bidding of Summer 2021 Projects
 - Bid Pack #1 – East Middle School
 - Bid Pack #2 – Forest, Gill, and Lanigan Elementary Schools
 - Bid Pack #3 – Farmington High Schools – Commence with design in early 2021
- Regular update to FPS Administration and Board of Education December 2020 through March 2021
- Commencement of Construction – Spring 2021
- Others?

☐ Questions/Answers

November 23, 2020

To: Dr. R. Herrera, Superintendent; Dr. K. Coffin, Assistant Superintendent

From: J. Greene, NFHS Principal; T. Shelton, FHS Principal

Re: Standards Based Grading / Grading Practices Update

At your request, and in collaboration with administrators and teachers from all secondary schools in the District, we have compiled the information below for your review and for presentation to the Board of Education.

Initial Rationale

After our District participated in the AdvancEd Accreditation process, an Improvement Priority was recommended: Document, implement, and evaluate a system-wide expectation for a collaborative structure that includes alignment of the curriculum with identified essential learning targets as well as common grading and assessment practices. In October 2016, our District chose to pursue standards-based grading as our way to address this improvement priority. This work included exploring current practice, pursuing an understanding of standards-based grading, gathering models to examine and developing a District philosophy and policy recommendation.

Process

After numerous meetings, the committee decided to make several changes to the grading system. This group conducted research, met with staff and community members and compiled surveys. The major changes included removing + and -, weighting AP and IB classes, removing extra credit options and requiring retakes as determined by the teacher. In addition, the first three fixes of the *15 Fixes for Broken Grades* were implemented as a step toward SBG to allow all teachers and community members to be on the same page. These changes were implemented at the beginning of the 2017/2018 school year, and can best be described as standardizing grading practices, as an initial step towards standards based grading.

Factors that Impeded Successful Implementation

Throughout the 2016/2017 school year, book studies and discussions occurred to varying degrees in all secondary schools. Despite these activities, the “why” and the philosophy were not fully developed among teachers and administrators prior to presentation to the board in June of 2017, and implementation in August of that same year. Other factors that influenced the challenges of implementation included the lack of a student information system (currently MiStar) that supported true standards-based grading; not having appropriate tools like test generators or

question banks to support reassessment opportunities in many subjects. When leadership changed at the end of the 2018/2019 school year, the work fell to the wayside. The 2019/2020 school year began with professional development for all secondary teachers, with the messaging that we would not be moving the work forward, but we would not be abandoning it either.

Successes Achieved

When the initial “fixes” were rolled out, it became apparent to staff that there were inconsistencies across school buildings, departments, and grade levels in approaches to grading. Staff were able to participate in dialogue and learning that helped define and clarify the need for the fixes, which led to consistency in grading. Many staff agreed to the need for grading for achievement and not behavior, including not grading for cheating and plagiarism, turning in work late without penalty, and awarding extra credit. In particular, staff were able, in their departments, to agree on the definition of summative versus formative and on a percentage threshold of at least 70 percent summative. Implementation of Standards Based Grading practices are wider spread and better embedded with fidelity across the middle school level.

Current Status

While many staff are using District grading practices and SBG within their classrooms, there is not consistency. Some teachers are still giving extra credit, grading based on total points not formative/summative, and not offering retakes or making them difficult to take. Two major roadblocks for teachers include buy in and ability to offer retakes in a reasonable manner within classroom practice and process - test banks, test generators, writing feedback, District common assessments, etc. Others are on board and following District directives. Canvas has made it much easier to “collect” and provide feedback for reassessment of student learning. This will certainly be a valuable tool for us as we move this work forward. Within each District department at the beginning of each school year, decisions about grading scales, agreements about the summative/formative weights and retake policy are discussed and made. Consensus is reached, but not all stakeholders follow through with the initial agreement.

Summary and Next Steps

This initial committee began this work with a strong vision for redefining grading and assessment practices, and ultimately teaching and learning, in our secondary buildings. Implementation fell short, however, in creating support and enthusiasm among professional staff, particularly at the high school level. Standards based grading involves identification of standards in each course, development of performance scales for each standard and systems to support reassessment. In the end, due to the factors identified above, and others, this change became largely compliance-based, without the philosophical or logistical underpinnings required to have the desired impact on teaching and learning.

We have identified a work group that will begin meeting in the second half of the 2020/2021 school year to develop a long-term plan that supports standards based grading, with the goal of enhancing student learning and achievement.

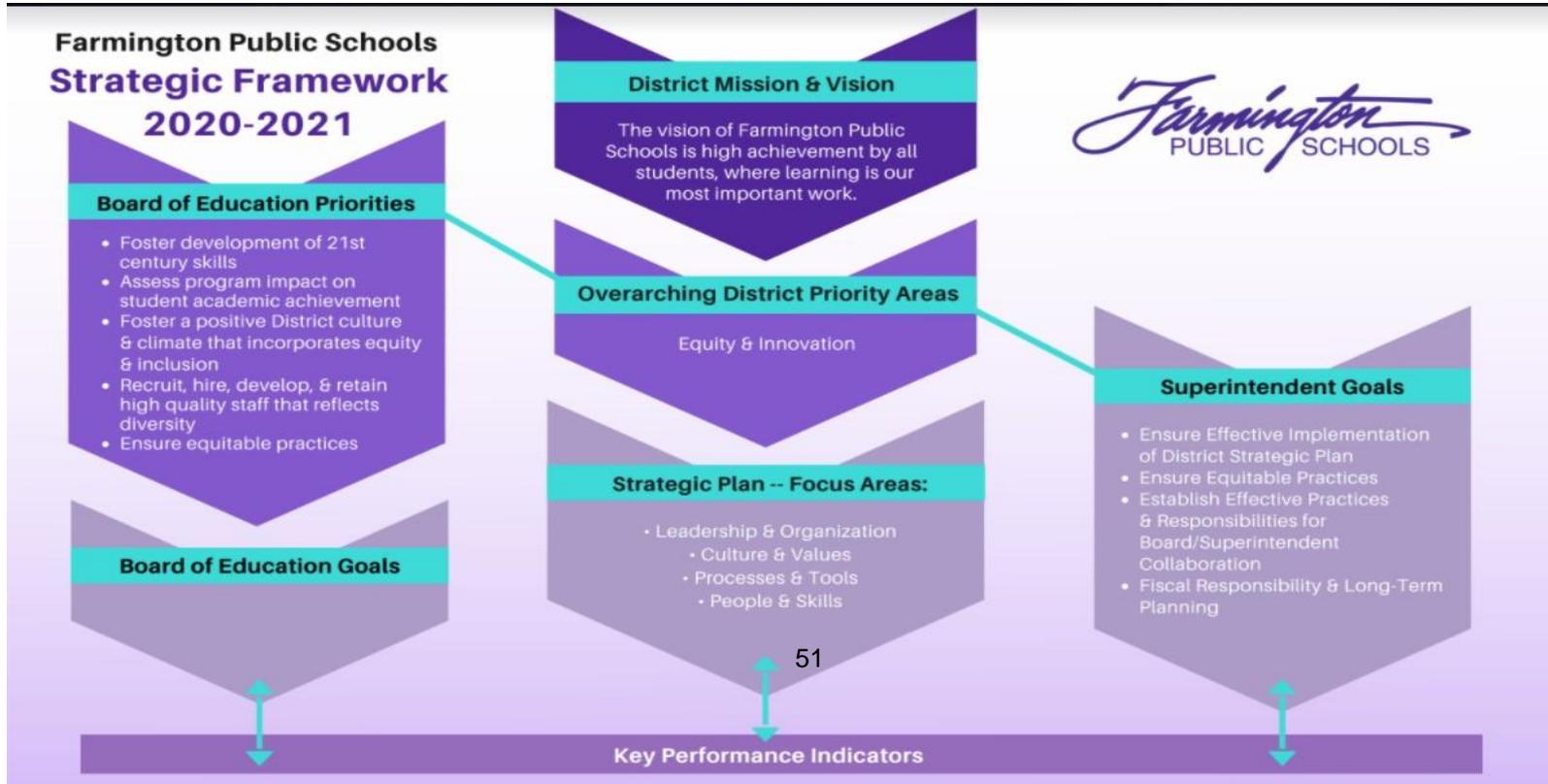
FPS Strategic Planning Update

December 15, 2020

Overview

- Strategic Planning Framework
- FPS Goal Areas
- Implementation Plan Update
- Key Performance Indicators

Strategic Planning Framework



FPS Focus Areas

Focus Areas: Represent system work and areas for development using the lens of Equity & Innovation

- Leadership & Organization
- Culture & Values
- Processes & Tools
- People & Skills

FPS Goal Areas

- ★ Creating a Culture for Equity & Innovation
- ★ Leadership that Supports Equity & Innovation
- ★ Teaching and Learning
- ★ Creating Systems for Equity & Innovation
- ★ Organizational Effectiveness
- ★ Effective Management of District Resources
- ★ Community Relations
- ★ FPS Futures Committee

Implementation Process

■ Leadership Structure

- ❑ Each Goal Area will have up to three teacher/staff co-leaders
- ❑ Goal Area Co-Leaders will meet monthly to develop committee agendas and review next steps
- ❑ All Goal Area Co-Leaders will meet up to three times per year to share progress on specific goals, share successes and work through challenges

Implementation Process

■ Goal Committees

- ❑ There will be eight Goal Committees
- ❑ Each Goal Committee will be led/facilitated by teacher/staff co-leaders
- ❑ Co-Leaders will meet with Dr. Coffin to develop agenda for meetings
- ❑ Goal Committees will include internal and external stakeholders
- ❑ Goal Committees will meet monthly for one hour
- ❑ Members of Cabinet and Leadership will be expected to serve as a member of a Goal Committee in a co-chair capacity

Implementation Process

- Monitoring of Progress
 - Goal Area Co-Leaders will identify Objectives, Strategies and Activities for each goal
 - Monthly updates will be provided for the Board by Goal Area Co-Leaders
 - Annual update on progress toward District Key Performance Indicators (KPIs)

Implementation Process Update

- Strategic Planning Interest Form sent to all FPS staff
 - Shared interest in serving on committee and/or serving as a co-leader
- Names of potential co-leaders reviewed by FEA
- Recommendation for co-leaders made to Cabinet
- Co-Leaders to be selected and notified
 - All co-leaders will meet together in January
- Next Steps--Metrics for KPIs

Key Performance Indicators

- Organized by District Priority Areas
 - FPS Key Performance Indicators
- Board to Identify Metrics for Reporting Success
 - What behaviors would we observe if we were moving toward these goals?
 - What data would best demonstrate progress toward District goals?

Social Emotional Learning Support and Activities 2020 - 2021

Date /Frequency	Activity	Details
Ongoing	Student and family check ins	SEL staff check in with students and families to provide support and resources on a continual basis.
Ongoing	Referrals to Farmington Youth Assistance and other outside resources.	For students needing additional support, the SEL staff work with families to coordinate referrals for short term counseling.
Monthly	Listening circles for staff, students and/or families	Following a specific protocol with restorative questions, listening circles provide participants with a safe space to connect and be heard, without interruptions.
Nov 18	Mental Health Awareness Day	Dr. Polly Gipson, psychologist from the University of Michigan, was the guest speaker at this annual event for high school students, staff and families. Participants learned strategies for managing stress, anxiety and life in general. Dr. Gipson also shared a resource guide called " We Have a Situation ".
Quarterly	Wellness Surveys	Surveys are distributed to gather general feedback and to share specific resources to students, staff and families who express needs.
Ongoing	Classroom SEL Strategy Guide	This guide offers activities to help staff members check in with students, form relationships and use community building activities in class.
Ongoing	SEL Website	The website is regularly updated with resources, strategies, articles and social emotional learning tools.
Ongoing	Wellness Resource Line	This resource line is available for families to request information in need areas including food, shelter and mental health services. SEL staffers respond to the requests and share resources by phone or email. FPSwellness@fpsk12.net or 248-426-1037
Ongoing	Virtual yoga for stress relief	Katie Gabrielli is a PE teacher who works closely with the SEL staff at FHS. She is offering multi-level yoga sessions for high school staff, students and families to learn breathing and movement techniques.
Ongoing	Elementary social emotional videos and lessons.	Elementary SEL staff go into grade level virtual classrooms to deliver SEL lessons from CASEL(The Collaborative for Academic, Social, Emotional Learning) standards and using the Second Step resource.
Ongoing	Socialization opportunities	Elementary SEL staff are providing students with socialization opportunities during lunch/recess and on asynchronous Fridays.
Ongoing	Equity Teams	Elementary SEL staff partner with general education teachers to facilitate a student equity team within the

		building. Teams typically meet monthly and plan activities.
Ongoing	Wellness Calendar	SEL staff create and share a monthly wellness calendar for the FPS community.
Ongoing	PBIS & Community Building: lessons/expectations/reinforcement	SEL staff support the implementation of PBIS through lessons, videos, and supporting and/or organizing reinforcement activities schoolwide and classwide.
Ongoing	SEL Professional Development opportunities and resources.	Provide SEL PD, resources and articles for staff.
Ongoing	Crisis Response Plan	SEL staff developed a Crisis Response Plan should a situation arise when students and/or staff need additional support in a crisis situation.
Current	Lanigan applied for and was awarded the Building Healthy Communities Grant: Step Up for School Wellness	The Building Healthy Communities: Step Up for School Wellness program provides students, teachers and administrators with the training, curriculum, equipment, funds, communication tools and external coaches needed to create a healthy school environment that supports a culture of wellness.

Upcoming activities	Details
Student Wellness Journals	As a component of our multi-tiered system of support (MTSS) process, wellness and mental health journals will be distributed to students identified as <i>at-risk</i> or those needing additional support through a Tier 2 coping strategy. Journals would be distributed based on areas of need.
Friday workshops	During the second semester, virtual workshops and lunch series around “Mental Fitness” and mindfulness will be offered to high school students and staff.
Farmington Public Schools Social Emotional Learning Guide	A team of SEL staff members is creating a comprehensive handbook for staff, students and family to access SEL supports and learning modules.
Mental Health Series with Joy Calloway, MBA, MHSA	Joy Calloway will offer workshops for students, families and staff on maintaining an environment of wellness.
2020 Social Justice Uprisings curriculum	A team of SEL staff members is working to develop a curriculum that teaches elementary students about the recent uprisings with opportunities to respond to affective questions.

December 15, 2020

Regular Meeting of the Board of Education

VII. DISCUSSION ITEMS

A. RETURN TO IN-PERSON LEARNING – CRITICAL ASPECTS.

Presenters: Robert Herrera, superintendent and Kelly Coffin, assistant superintendent-innovation and strategic initiatives

- 1. ELEMENTARY TIMELINES.**
- 2. SECONDARY UPDATE.**
- 3. APPROVED MITIGATION PLAN.**



Moving Forward
- to -
In-Person Learning

FPS Moving Forward to In-Person Learning

Update & Timelines

*FPS Board of Education Update
December 15, 2020*

Guiding Principle

Create teaching and learning conditions that maximize

- **instructional integrity** and **teacher efficacy**
- the capacity of the **system to mitigate risk**

in order to create meaningful student engagement.

In what ways do our decisions attend to the above guiding principle while being attentive to

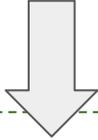
- *the needs of students, staff and parents?*
- *internal and external constraints and accountability parameters?*

Reconfirming Elementary Instructional Plan



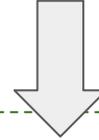
Return January 11, 2021

Later Date



Next Steps:

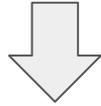
- Reconfirm parent choice
- Change teachers
- MiStar and Canvas Update



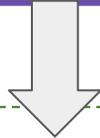
Considerations:

- Short term versus long term delays
- Look for natural breaks in the calendar including midwinter break, end of second trimester, and spring break.
- Modified phase in outside of SE and early childhood (prioritizing)

Reconfirming Secondary Instructional Plan



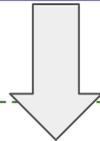
**Return
January 25, 2021**



Next Steps:

- Rebuild 2nd semester schedule to create hybrid and remote courses
- MiStar and Canvas Update

**Return Later in
2020-21 School Year**



Next Steps:

- Rebuild 2nd semester schedule
- MiStar and Canvas Update
- Look for natural breaks in the calendar including midwinter break and spring break.
- Continue providing additional supports to students at risk

Return Fall, 2021



Next Steps:

- Maintain current schedule for remainder of school year
- Remote instruction remains primary instructional model through the 2020-21 school year
- Begin to phase-in in-person additional supports for students

FPS Readiness for Moving Forward to In-Person Learning

Goal: Review and communicate updates to

- **Mitigation Plans**
 - Review select components of
 - Custodial staffing update
 - Review key processes
 - Contact tracing update
- **Early Childhood and Special Education In-person Learning Update**
- **Elementary In-Person Learning Plan**
 - Review hybrid schedule for in-person learning
 - Confirm planned timeline - January 11, 2021
- **Secondary In-Person Learning Plan**
 - Describe current and 2nd semester learning schedules
 - Confirm planned timeline - January 25, 2021

FPS Readiness

Mitigating Risk: A Planned Approach

Mitigating Risk: A Planned Approach

- Developing and refining strategic mitigation strategies aligned to guidelines and recommendations by key groups.
- Monitoring COVID - 19 Health Metrics
- Meeting with Oakland County Health Department (OCHD)
- Submitting Mitigation Plan to OCHD (approved)
- Understanding community spread and school spread trends

- **Health & Safety of students & staff is top priority**
- Following recommended/strongly recommended procedures as identified in the **MI Safe Schools: Michigan's 2020-21 Return to School Roadmap**
- Following guidance from **CDC**, **MDHHS**, and **OCHD**
- FPS Mitigation Plan approved by Oakland County Health Division
 - **Required to return to in-person instruction**

OCHD Guidance for In-Person Instruction

		SCHOOL BUILDING SPREAD INDICATORS		
		No cases in school building	Building(s) with known cases in staff or students but no ongoing transmission	Building(s) with evidence of ongoing transmission
COUNTY LEVEL RISK DETERMINATION	LOW RISK	In person allowed with mitigation measures	In person allowed with strict mitigation measures after cleaning/contact tracing	In person allowed with strict mitigation in affected buildings with cases after an appropriate pause
	A	In person allowed with strict mitigation measures	In person allowed with strict mitigation measures after cleaning/contact tracing	In person allowed with strict mitigation in affected buildings with cases after an appropriate pause
	B	In person allowed with strict mitigation measures	In person allowed with strict mitigation measures after cleaning/contact tracing	Consider reduced density in affected buildings with cases after an appropriate pause
	C	In person allowed with strict mitigation measures	Consider reduced density in affected buildings after cleaning/contact tracing	Consider reduced density in affected buildings with cases after an appropriate pause
	D	Consider reduced density allowed with strict mitigation measures	Consider reduced density affected buildings after cleaning/contact tracing	Consider remote instruction in the affected building for 28 days
E	Consider pausing (14 days) in person instruction in entire district to discuss protection strategies including but not limited to testing	Consider remote instruction in entire district	Consider remote instruction in entire district	

Current State for FPS:

- Level E
- 10.8% Positivity Rate
- 274.9 Cases Per Million
- Seeing flattening & decline

● <7 cases per million;
<3% percent positivity

● 7 to <20 cases per million;
3 to <7% percent positivity

● 20 to <40 cases per million;
7 to <10% percent positivity

● 40 to <70 cases per million;
10 to <15% percent positivity

● 70 to <150 cases per million;
15 to <20% percent positivity

● 150 or greater cases per million;
20 or greater percent positivity

Reviewing Planned Mitigation Strategies

Transportation

- All students must wear masks on school bus
- Social distancing will occur as available
- Portable hand sanitizing stations on all school busses--students will use when entering and exiting bus
- Busses will be cleaned & sanitized between runs
- Daily home screening prior to entering school bus/school building

Classroom

- Facial coverings worn at all times (except when eating)
- 6' social distancing in classrooms
- Cohorting students prek - 5
- PPE available daily for staff and students
- N95 masks available for office staff supporting medical needs
- Adapted classroom routines in place
- Plexiglass barriers in all classrooms for each teacher
- Individual corrugated plastic portable shields for each student
- K-5 classrooms disinfected between cohorts; 6-12 classroom desks/chairs disinfected between classes
- Quarantine rooms in each building
- Air purifiers in each classroom and quarantine rooms
- Hand sanitizing stations in hallways and in each classroom

Cleaning Protocols

AM

- Wipe down with Q.T Plus **frequently touched surfaces twice per day begin at 9:00 AM and 1:00PM**
- Clean and disinfect common area lavatories.
- Clean floors every other day or as needed

Between AM/PM

- Use **Victory Electrostatic Machines/ Clorox 360 Machines**
- Clean and disinfect common area lavatories
- Staff have spray bottles to spray their work areas and door knobs (same solution that is in electrostatic machines).

Evening

- Continue to use **Victory Electrostatic Machines/ Clorox 360 Machines**
- Discard any classroom or office waste
- Clean and disinfect kitchens
- Clean floors every other day or as needed
- High level dust

85% of custodial positions are filled

Key Process Highlights for In-Person Instruction

1. Staff follow daily self-screening process that is currently in place.
2. Parents sign an **FPS Agreement** indicating their acknowledgement of and willingness to follow safety protocols including [daily self-screening](#), facial coverings, etc.
 - a. Staff will take temperatures of any student exhibiting symptoms
3. Buildings develop and communicate **arrival and dismissal processes**.
 - a. Students on the bus wear facial coverings and follow building protocols for arrival and dismissal.
4. **Students wear facial coverings** in school except for when eating. Room arrangement provides for social distancing when eating.

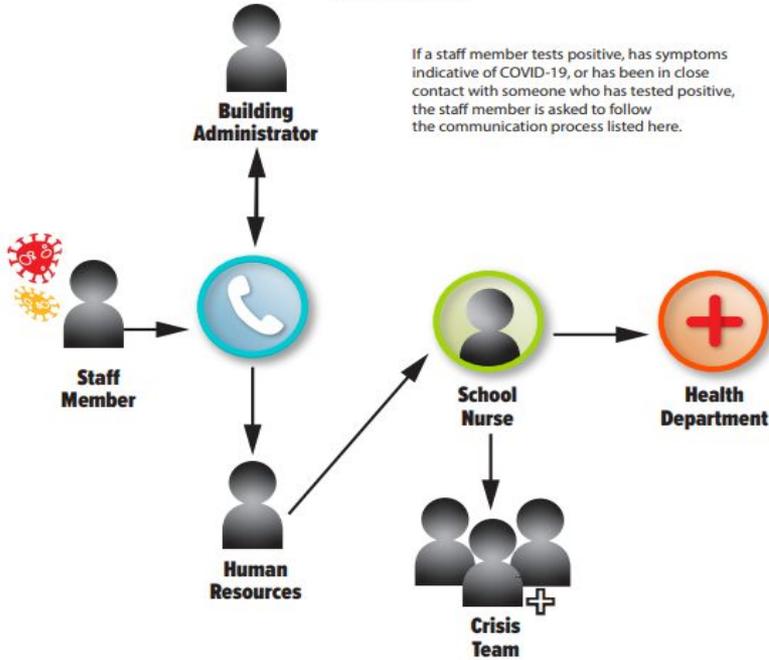
Key Process Highlights for In-Person Instruction

Responding to potential positive student cases

1. **Quarantine rooms** present in each building for students who show symptoms associated with COVID-19.
2. **Students who report symptoms** will be quarantined and parents will be contacted to pick up their child.
 - a. Parent pick-up **required** with appropriate follow-up and guidance of next steps.
3. In the event of a positive COVID-19 result, the Oakland County Health Department **reporting process** is followed.
4. Any quarantining, and the extent thereof, is determined by the health department.
5. Ill and quarantined students continue to receive instruction remotely.

These same procedures are followed for staff

COVID-19 Notification Process for Staff



Contact Tracing Update

New learnings from in-person programs (SE & EC)

- Impact of community spread on schools

Establishment of **COVID Response Team**

- Created data tracking system to manage probable/positive cases for staff and students
- Identify additional supports that will be needed when more services are provided in-person

Contract Tracing Process Updates

- OCHD nurses will remain at FPS through the end of the school year
- Create protocol for supervisors--Following the lead of the District Nurse
- Create building contact tracing spreadsheets
- Reviewing tech tools to support contract tracing
- Identify additional staffing models to support buildings with contact tracing
- Work with Transportation Department in the contact tracing process
- 73 Provide additional professional development for office staff and building leaders

Monitoring Cases

- As we are ready for in-person learning, we are continuously tracking confirmed COVID-19 cases and quarantines of staff and students.
- We consistently keep in mind how are staff numbers have implications on our capacity to support our instructional models.

*Data varies week to week.
Week of December 11th data.*

FPS School Building	# of Students Confirmed Positive	# of Staff Confirmed Positive	# of Students in Quarantine	# of Staff in Quarantine
Early Childhood	0	0	0	0
Beechview	1	0	0	0
Forest	0	0	0	0
Gill	0	0	0	0
Hillside	0	0	0	0
Kenbrook	0	0	0	0
Lanigan	0	0	0	0
Longacre	0	0	0	0
Wood Creek	0	0	0	0
East	0	0	0	0
Power	0	0	0	1
Warner	0		0	0
FSA K-8	0	0	0	0
FHS	0	1	0	1
FCHS	0	0	0	0
NFHS	0	0	0	0
Visions	0	0	0	0
Athletics		0		0
CO, 10 Mile, Transpo., 74 Maint.	0	0	0	6
Ancillary		0		0
TOTALS	1	1	0	8



Moving Forward
- to -
In-Person Learning

Special Education and Early Childhood Programming Updates

Note:

January 11, 2021 return⁷⁵ in-person learning date

Special Education Services: Proposed Schedules by Program

Current parent survey results indicate that 57% of parents are requesting in-person instruction for the January 11, 2021 start date.

- **Early Childhood Special Education -**
 - 2 to 4 days per week - 2.75 hours per session.
- **Kindergarten-5th Grade - ASD, SXI, and 1832(3&4)**
 - 4 full days from 8:30 a.m. - 3:00 p.m.
- **Visions- 52%- 49 out of 94**
 - 4 full days from 9:00 a.m.- 3:15 p.m.
- **6th - 12th Grade - ASD, SXI, and 1832(3&4)**
 - 4 full days per week from 7:40 a.m. - 2:15 p.m.

*4 full days will be based on the number of students attending in person and the ability to social distance. Classes with increased numbers will revert to 2 full days per week if needed.

Friday will continue to be remote. Students will receive asynchronous work.

Early Childhood Services

General Education Early Childhood Programs will return as scheduled on January 11, 2021.

Mitigations strategies will continue to be in place.

- which include remaining at lower class sizes of 10 or below
- using multiples entries of parent drop off,
- staggered start and end times,
- cohorting classrooms
 - include eating all meals in the classrooms
 - maintaining cohorts on the playground/gym.



Moving Forward
- to -
In-Person Learning

FPS Readiness

Elementary

Instructional Update

Note:

January 11, 2021 return in-person learning date

Elementary AM/PM Hybrid Schedule Reminder

- The **AM group** attends in-person instruction on Monday - Friday*.
- The **PM group** attends in-person instruction on Monday - Friday*.
- Remote learning occurs during the opposite half-day block to the in-person learning block Monday - Thursday.
- Friday is a remote learning day for all students.

	A Hybrid Day	
	In-Person Learning Block	Remote Learning Block
AM Group	8:30 AM - 11:00 AM	12:30 PM - 3:00 PM
PM Group	12:30 PM - 3:00 ⁷⁹ PM	8:30 AM - 11:00 AM

Elementary Update

- **Ready for January 11, 2021 Return**

- Mitigating Risk Plan in place.
- Professional learning on building mitigation strategies and procedures in addition to classroom adapted routines.
- Classroom materials available to support adapted routines for material management and social distancing.
- Outlined timeline and procedures for updating class lists MiSTAR and managing Canvas integration.

- **Confirmation of In-Person/Remote Learning**

- Current Data:
 - Most buildings at or around 50% of students requesting in person/remote
 - Final confirmation to be completed closer to January 11th start date



Moving Forward
- to -
In-Person Learning

FPS Readiness

Secondary

Instructional Update

Note:⁸¹

January 25, 2021 return to in-person learning date

Current Secondary Remote Learning Schedule with Additional Support Time

- 2 live remote learning blocks per week per class.
- Asynchronous Remote Learning Day on fridays (hour 1-6)
- 2 office hour blocks per class per week.
- Friday support & intervention time (3 classes per week).
- After school peer-tutoring.

Time Blocks	Monday	Tuesday	Wednesday	Thursday	Friday						
	Weekly Learning Plan										
8:00 - 9:00	Monitoring Learning; Student Work Time; Support and Intervention via Office Hours 2X per week				Asynchronous Remote Learning Day Opportunities for Teacher: <ul style="list-style-type: none"> • Staff Mtg • PLT Mtgs • Teacher Planning • Opportunities for Student: <ul style="list-style-type: none"> • Planning and Work Time • Grade Level Meetings • Building Assemblies 						
9:00-10:30	1st Hour Live Meets & Engagement in Learning	4th Hour Live Meets & Engagement in Learning	1st Hour Live Meets & Engagement in Learning	4th Hour Live Meets & Engagement in Learning							
10:30- 10:45	Student Break										
10:45 - 12:15	2nd Hour Live Meets & Engagement in Learning	5th Hour Live Meets & Engagement in Learning	2nd Hour Live Meets & Engagement in Learning	5th Hour Live Meets & Engagement in Learning							
12:15-1:00	Lunch/Break and/or Student Work Time										
1:00-2:30	3rd Hour Live Meets & Engagement in Learning	6th Hour Live Meets & Engagement in Learning	3rd Hour Live Meets & Engagement in Learning	6th Hour Live Meets & Engagement in Learning							
2:30 - 3:00	Student Work Time Small Group Meetings with Student Peers or Teacher Teacher/ Parent/Student Communication Time; Monitoring Learning				Support & Intervention (small group or individual) by invitation <table border="1" style="width: 100%;"> <tr> <td>12:05 - 1:00</td> <td>Period 1/4</td> </tr> <tr> <td>1:05 - 2:00</td> <td>Period 2/5</td> </tr> <tr> <td>2:05 - 3:00</td> <td>Period 3/6</td> </tr> </table>	12:05 - 1:00	Period 1/4	1:05 - 2:00	Period 2/5	2:05 - 3:00	Period 3/6
12:05 - 1:00	Period 1/4										
1:05 - 2:00	Period 2/5										
2:05 - 3:00	Period 3/6										

Secondary Update

- **Supporting Full Remote Learning (Learning at a Distance)**
 - Additional Supports Added for Secondary Learners--Peer Tutoring, Office Hours and Friday Support and Intervention Blocks
 - Professional learning related to cognitive, emotional and behavioral engagement

- **Proposed Schedule for 2nd Semester**
 - Building led administrator and teacher leader process for identifying hybrid schedule.
 - 6 Period Day A/B Day schedule determined.
 - Parent survey (via MiStar) to confirm Hybrid or Fully Remote choice for Semester 2.
 - Semester 2 scheduling processes and timelines in collaboration with MiStar OS Consultants.
 - Guidelines for staffing hybrid and fully remote schedule.

Secondary Schedule Hybrid Schedule

- Students are placed in a **Monday/Wednesday (group a)** or **Tuesday/Thursday (group b)** in-person learning group.
 - Students attend **2 full days of in-person learning** that follows the **6-period day**.
 - Lunch will be served, following required cleaning protocols and social distancing requirements.
- Students work **remotely 2-days per week** on asynchronous work on days opposite their in-person learning days.
- **Fridays**, all students will have **remote, live, synchronous instruction** with all of their teachers for part of the day, and students will have opportunities for extra support in the latter part of the day.

Moving Forward with In-Person Learning: Secondary Schedule Hybrid Schedule

Example Student Schedule: Hybrid In-Person Schedule				
Monday	Tuesday	Wednesday	Thursday	Friday
Hybrid Group A				
<p><u>In Person Instruction</u></p> <p>7:40am - 2:15pm Periods 1-6, all classes, including lunch.</p> 	<p>Asynchronous remote work, all classes.</p> <p>Student works at their own pace on a full day of classwork.</p>	<p><u>In Person Instruction</u></p> <p>7:40am - 2:15pm Periods 1-6, all classes, including lunch.</p>	<p>Asynchronous remote work, all classes.</p> <p>Student works at their own pace on a full day of classwork.</p> 	<p>ALL Students Remote</p> <p>Morning: Synchronous, Live Classes, Periods 1-6</p> <p>Afternoon: Support & Intervention Blocks <i>Students invited for support/enrichment as needed</i></p> 
Hybrid Group B				
<p>Asynchronous remote work, all classes.</p> <p>Student works at their own pace on a full day of classwork.</p>	<p>In Person Instruction</p> <p>7:40am - 2:15pm Periods 1-6, all classes, including lunch.</p>	<p>Asynchronous remote work, all classes.</p> <p>Student works at their own pace on a full day of classwork.</p>	<p>In Person Instruction</p> <p>7:40am - 2:15pm Periods 1-6, all classes, including lunch.</p>	

In Summary...

1. Reconfirm return to in-person learning for “paused” programs on **January 11, 2021**.
 - i. Special Education (Self-Contained Programs)
 - ii. Early Childhood General Education and Special Education Programs
2. Reconfirm in-person learning start date for K-5th grade students for **January 11, 2021**.
3. Reconfirm in-person learning start date for 6⁸⁶th - 12th grade students for **January 25, 2021**.

Reconfirmation of Learning Plan



HEALTH DIVISION

Leigh-Anne Stafford, Health Officer
(248) 858-1280 | health@oakgov.com

November 20, 2020

Superintendent Robert Herrera
robert.herrera@fpsk12.net
Farmington Public School District
32500 Shiawassee Rd.
Farmington, MI 48336

Dear Superintendent Herrera,

The COVID-19 Mitigation Plan for the Farmington Public School District has been reviewed by the Oakland County Health Division. This review has determined that the COVID-19 Mitigation Plan meets the standards of the mitigation measures as detailed in the MI Safe Schools: Michigan's 2020-2021 Return to School Roadmap. Therefore, this mitigation plan is considered approved for implementation by the Oakland County Health Division.

Sincerely,

Leigh-Anne Stafford, Health Officer
Oakland County Health Division



Farmington Public School Mitigation Plan

Submitted to Oakland County Health Division

Date Submitted: November 10, 2020

Mitigation Measure Category & Protocols	Clarification Notes
<p style="text-align: center;">Personal Protective Equipment</p> <p>Personal Protective Equipment Protocol</p> <p>Adapted Practice in the Classroom FAQ</p>	<p>The following information is related to Facial Coverings:</p> <ul style="list-style-type: none"> • All staff and all students in grades preK-12 when on a school bus. • All staff and all students in grades preK-12 when in indoor hallways and common areas. • All staff when in classrooms. • All students in grades 6 and up when in classrooms. • All students in grades Kindergarten through grade 5. • Farmington Public Schools has purchased 1.9 million surgical masks that will be made available to any student or staff member who needs one daily. • N95 masks are available to building staff who work directly with students as required. • The District’s Facilities Management Department will deploy an inventory of surgical masks to all buildings based on student enrollment and/or personnel count. Staff and students are expected to wear masks regardless of cohorting of students. Each building will devise a process of distributing masks to those who need them each day. Teachers will engage students in conversations about wearing masks as part of being a safe community of learners. FPS will provide resources to teachers to support these conversations. • PreK-5 special education service providers wear clear masks while delivering instruction/therapy.

	<ul style="list-style-type: none"> • Face shields are available for staff to be used in close proximity work. They are expected to still wear their facial coverings.
<p>Spacing, Movement & Access</p> <p>Ensuring Physical/Social Distancing Protocol</p> <p>Cleaning and Ventilation Protocols</p> <p>Adapted Practice in the Classroom FAQ</p>	<ul style="list-style-type: none"> • Student desks are placed 6' apart to support recommended social distancing practices and are not facing one another. • Each student has a personal (see through) trifold barrier to be used at their desks and for small group work. • Each teacher has a plexiglass barrier that can be moved for use in a variety of settings such as small group work. • PreK-12 students will return to in-person instruction through a hybrid model, reducing the density of students in each classroom to support 6' social distancing. • Teachers have removed additional furniture/materials from classrooms as needed to support 6' social distancing. • Materials have been provided to all buildings to identify proper 6' social distancing both inside and outside of the building, as well as in each classroom. • Parents will not be allowed into the school building except to pick up a sick child. • All adults entering school buildings are required to complete a screener including taking their temperature. A paper copy is kept that includes each person's name, date, and screening information. • Multiple entrances will be utilized in school buildings to support social distancing. Additional staff will be available to support social distancing during drop-off and pick-up times. • Daily schedule is set where students remain in cohorted groups and interactions in hallways are limited to entry and exit of building and restroom use. • Secondary buildings will have identified one way directions in hallways. • Desks will be arranged where students are not facing each other, specifically during time when students are eating in the classroom. • Each quarantine room and individual classroom is equipped with an air purifier. • The office area has been arranged to accommodate 6' social distancing. Each secretary sits behind a plexiglass wall and all guests must complete COVID screening. • The district has purchased sitting spots for each classroom to support social distancing • Hybrid schedules (AM/PM at Elementary and A/B Day at Secondary) reduce the number of students in



	<p>the building along with the number of transitions. Both schedules allow for food to be consumed in the classroom.</p> <ul style="list-style-type: none"> • Teachers will review social distancing norms, reinforcing these routines throughout the school day. • Normal Positive Behavior Interventions and Supports will be used to reinforce the wearing of facial coverings, following social distancing practices, and hand washing/hand sanitizing procedures. • Elementary specials (art, music, PE) will be completed virtually. Secondary electives will occur in their traditional classroom spaces with cleaning of classroom spaces between groups throughout the day. • Secondary physical education classes will be held outside as allowable by weather. When PE occurs indoors, social distancing and facial covering practices continue to be in place. • Signage in buildings indicate social distancing rules, as well as processes for washing hands in bathrooms, and floor markings that indicate 6' social distancing in hallways.
<p style="text-align: center;">Hygiene</p> <p>Hand Hygiene Protocol</p> <p>Adapted Practice in the Classroom</p> <p>FAQ</p>	<ul style="list-style-type: none"> • Farmington Public Schools has purchased hand soap, hand sanitizer, hand towels, household paper towels, and signage that will promote frequent and proper handwashing. • Each K-5 student has access to a plastic bin with lid and ziplock bags to be used for creation of personal material sets. Individual lockers are available throughout the district. Any shared items will be disinfected between use. • The District encourages frequent handwashing through public health awareness training and signage throughout the school. When handwashing cannot be done due to the time in which a student must attend class, he/she can use hand sanitizing stations that have been installed throughout our schools, offices and in every classroom. • Custodial staff will refill hand sanitizing stations as needed throughout the day. • Students have access for individual lockers throughout the district. • Pre-K through 12 staff and students will be expected to engage in hygiene behaviors including hand washing and not touching their faces. Teachers will engage students in conversations about hygiene as part of being a safe community of learners. FPS will provide resources to teachers to support these conversations. PreK-5 teachers have developed hand washing/sanitizing routines that are incorporated into the day, with hand washing/sanitizing instruction and opportunities after each transition during the 2.5 hour in-person day.



<p>Screening Students & Staff</p> <p>COVID Self-Monitoring, Quarantine, and Isolation Daily Screening Form</p> <p>COVID Health & Safety Agreement</p>	<ul style="list-style-type: none"> • Farmington Public Schools has installed 26 temperature taking kiosks across all school buildings • PK-12 students and instructional staff must complete a pre-entry screening questionnaire. Parents are required to sign an agreement ensuring that they will screen their child(ren) daily prior to sending students to school. • Parents will complete a paper form each morning and provide it to the bus driver prior to entering the bus. • Parents are expected to keep their child(ren) home if they are not feeling well. • Staff/Teachers will monitor students for symptoms in addition to the daily screening process completed by parents. Anyone suspected to have symptoms, including an elevated body temperature will be placed in isolation in the school health clinic or another space designated for medical isolation until a parent and/or guardian is contacted and retrieves the students or the staff member is able to leave the work location.
<p>Busing & Student Transportation</p> <p>Driver and Bus Protocol</p>	<ul style="list-style-type: none"> • Cleaning and disinfecting will occur prior to and following each bus route when students are not present. • Windows will be open during cleaning and while driving, when possible, to increase air circulation. • All students and staff will wear masks on buses if medically feasible. • Portable hand sanitizing stations are available on each bus. Hand sanitizer will be used upon entry to and exit from the bus. • Routes will run as normal. Students who can not ride the bus home will follow the dismissal and parent/guardian pick up procedures. • Parents will clean, sanitize and disinfect student equipment daily before and after use daily. • Density on the busses is reduced due to grouping of students in the AM/PM or A Day-B Day schedule. • Students who are sick will not be permitted to ride home on district buses. The transportation department and building staff will work to ensure that parents are informed and parents will transport students from school.
<p>Food Service, Gathering & Extracurricular Activities</p>	<ul style="list-style-type: none"> • Large group gatherings such as assemblies are prohibited. • Secondary buildings will use larger areas such as cafeterias with adapted seating arrangements to honor social distancing norms along with personal trifold barriers.



<p>Nutrition Services</p>	<ul style="list-style-type: none"> • Food service staff have been provided PPE and are expected to make use of PPE while on the job as well as follow hygiene and disinfection protocols related to their work processes and procedures. • Extracurricular activities that occur in person must be able to honor social distancing, facial covering and hygiene protocols. If the activities cannot occur in this way it must be done virtually. • Field trips and in-person school competitions are not being scheduled at this time. • K-5 students do not participate in recess as part of the AM/PM schedule.
<p>Testing Protocols for Students and Staff & Responding to Positive Cases</p> <p>COVID-19 Notification Protocols -For Staff -For Families -For Athletes</p> <p>Notification Letter to Early Childhood Families</p> <p>Notification Letter to Kenbrook Families</p> <p>Reporting a COVID Case at School</p>	<ul style="list-style-type: none"> • FPS Nurse and the COVID Response team will work with the local health department to support screening and contact tracing. • Staff who test positive, have symptoms, or have been in close contact with someone who has tested positive instructed to contact administration (building administrator or Human Resources); Human Resources assures FPS Nurse is contacted if that has not already occurred; and FPS Nurse contacts Crisis Team and Health Department. • Guidance on confidentiality laws and statutes that protect student and staff health information will be communicated, including in protocols and standard instructions.
	<ul style="list-style-type: none"> • Staff who are performing cleaning activities will have access to and required to wear gloves, surgical masks and face shields.

<p>Cleaning</p> <p>Cleaning and Ventilation Protocol</p> <p>Cleaning Product Descriptions</p> <p>Cleaning Product Descriptions (2)</p>	<ul style="list-style-type: none"> • In the AM perform initial air flush of all spaces two (2) hours before bell start and prior to building occupancy • Change classroom unit ventilator and air handler unit filters quarterly • Change classroom uninvent and/or air handler unit filters as needed in the event of a positive case of COVID-19 or as prescribed by some other communicable disease • Increase fresh air intake up to 40% depending on weather conditions • Encourage manual fresh air when possible • In the PM perform an air flush of all spaces for two (2) hours after occupancy • Placement of Air Purifiers in the “Isolation Rooms,” classrooms in all grades and ancillary spaces, i.e., band, dance, guidance counseling suites, main office, etc. • Clean and disinfect frequently touched surfaces at 9:00 AM and 1:00 PM • Use Victory Electrostatic Machines to disinfectant classrooms, offices and lavatories using– Fight BAC or Q.T. Plus (depending on surface area) • Use Clorox 360 Electrostatic Machines to disinfect classrooms, auditoriums, offices, lavatories in high schools (non-food contact surfaces) • High use areas such as hands-on CTE classes will ensure disinfecting protocols are adhered to between class uses. • FPS will continue current practices related to maintaining structures such as playgroup equipment. This equipment will not be used during school day as a result of recess not being scheduled. • All cleaning products will be stored according to manufacturer recommendations.
<p>Athletics</p> <p>“Taking the Field Guidelines”</p>	<ul style="list-style-type: none"> • FPS follows all guidance published by MHSAA. • Conditioning is permitted with daily safety protocols required. These include daily screening questionnaires by QR code for student athletes and coaches, temperature checks at the field, and social distancing during workouts. At this point, the status of Winter 1 sports is unknown. While the MHSAA has released its desire to resume competition, sports may not be permitted based on the status of the virus. • Student-athletes or coaches who have been exposed to the virus, are exhibiting symptoms of COVID-19



	<p>or report a positive test (even if asymptomatic) are immediately sent home and cannot return until all guidelines have been followed regarding isolation and quarantine as stated in the local Health Division guidelines.</p> <ul style="list-style-type: none"> • All athletes must wear masks during practice and contests. • Middle School Athletics (Basketball) has been cancelled for Winter 1- 2020/21.
<p>Medically Vulnerable Students and Staff</p> <p>Medically Fragile Students Protocol</p>	<p>Staff</p> <ul style="list-style-type: none"> • All staff advised in a districtwide email to contact Human Resources regarding health concerns that could impact a return to in-person learning/work. • Staff who contact Human Resources are provided the opportunity to supply appropriate documentation and engage in an interactive process regarding potential job accommodations. • Regular meetings with local bargaining unit representatives, including dialogue regarding process for accommodation requests. <p>Students</p> <ul style="list-style-type: none"> • Medical plans for each student were reviewed to determine what accommodations or extra safety precautions would be needed to support each student. • Staff utilize NK95 masks, gloves, gowns, and goggles while working with students, especially when providing medical support. • Students who are not able to wear masks were provided a face shield. • Desks have plexiglass barriers between each student and staff. • Teachers were provided with thermometers to take temperatures of students in the classroom. • The district nurse consults regularly with staff supporting medically fragile students to ensure all safety precautions are being followed. • Students who are not able to attend school due to high risk for severe illness have been provided an alternative remote learning option. • The district will revise the school's remote learning plan to include feedback from parents, students, and staff in order to improve the services.
<p>Responding to Positive</p>	<ul style="list-style-type: none"> • FPS Nurse and the COVID Response team will work with the local health department to support contact tracing in the event of a confirmed case of COVID-19.



Moving Forward - to - In-Person Learning

Tests Among Staff and Students

COVID-19 Notification Protocols

- [For Staff](#)
- [For Families](#)
- [For Athletes](#)

[Reporting COVID Cases in School](#)

[District Nurse Process](#)

- The Human Resources Department works closely with school staff to provide guidance on confidentiality laws.
- The district utilized the COVID Response Team to walk through COVID-19 situations to ensure that we are following guidance from the Oakland County Health Division.

IX. ACTION ITEMS

A. RECONFIRMATION OF INSTRUCTIONAL DELIVERY PLAN (EXTENDED COVID 19 LEARNING PLAN).

Presenter: Kelly Coffin, assistant superintendent-innovation and strategic initiatives

MOTION: I move that the Board of Education reconfirm the Instructional Delivery Plan (FPS Extended COVID19 Learning Plan), as presented.

B. POLICY 1002 REVISION (Remote Meeting Attendance).

Presenter: Zach Rich, Board president

This policy was presented for first reading at the November 24, 2020 regular meeting.

MOTION: I move that the Board of Education approve the revision to Policy 1002 in regards to remote meeting attendance, as presented.

C. DECEMBER 9, 2020 CLOSED SESSION MINUTES.

Presenter: Zach Rich, Board president

MOTION: I move that the Board of Education approve the December 9, 2020 closed session minutes, as presented.

MILLER JOHNSON

School Policy Services

TO: MJ Policy Service Clients
FROM: MJ School Policy Services
DATE: November 5, 2020
RE: Policy Manual Update – November 2020

Thank you for choosing MJ School Policy Services for your school policy needs. This memo contains a recommended update/modification to all MJ School Policy Services policy manuals completed prior to November 5, 2020. If you have any questions regarding the suggested revision and how it may/may not fit with your existing manual, please contact Bob Lusk, Kevin Sutton, or Anya Lusk.

BYLAWS

Update 10.01 (Policy)

We recommend the following underlined change to Section 1002/1000.02, to ensure compliance with recent changes to Michigan's Open Meetings Act, 15.261, *et seq.*:

Meeting Procedures

Quorum. Unless otherwise required or permitted by law, a majority of the serving members will constitute a quorum.

Voting. Unless otherwise required or permitted by law, the affirmative vote of a majority of the serving Board members is required to exercise the Board's authority.

Electronic Meetings and Remote Participation. ~~Board members, including those who are absent due to military duty, may participate in Board meetings remotely on the following conditions: at least a quorum of Board members are present for the Board meeting; any absent Board member discloses the reason for his or her absence and the location from which he or she is participating; the absent Board member may hear and be heard by other Board members and those in attendance at the Board meeting; the absent Board member notifies the Board President of his or her anticipated absence at least 3 business days before the meeting; so the Board President may make arrangements to notify the general public of the means by which it may contact the Board member prior to the meeting; and, the Board President takes steps to ensure the general public is aware of the manner any absent Board member voted on~~

any and all matters brought before the Board for a vote, such as requiring roll call voting. Until December 31, 2020, the Board may hold any and all meetings wholly electronically and individual Board members may, for any reason, participate remotely in Board meetings held in a physical location. Beginning January 1, 2021, the Board may hold meetings wholly electronically in the event of a local or statewide emergency or disaster that would risk the health or safety of the public if the meeting was held in a physical location. Individual Board members may also participate in meetings remotely if their absence is due to such an emergency or disaster, military duty, or a medical condition. Beginning January 1, 2022, Board members may only participate in meetings remotely if their absence is due to military duty.

Board meetings may be held wholly electronically so long as members of the general public may also attend electronically and are able to hear and be heard by the Board. For meetings in which any or all Board members attend remotely, the following conditions must be met:

- At the beginning of the meeting, any Board member attending remotely must announce they are attending remotely and, unless absent due to military duty, disclose the city, township, village, etc. and state from which they are participating;
- The Board Secretary must include the name of each Board member attending remotely in the meeting minutes;
- The Board member attending remotely must hear and be heard by other Board members and those in attendance at the Board meeting;
- The Board member attending remotely must notify the Board President at least one (1) business day before the meeting that they will participate remotely to allow the Board President to make arrangements to notify the general public of the means by which it may contact the Board member prior to the meeting; and
- The Board President must take steps to ensure the general public is aware of the manner any Board member attending remotely voted on any and all matters brought before the Board for a vote, such as requiring roll call voting.

Consistent with MCL 15.263a(4) and (5),¹ the Board will post notice of wholly electronic meetings at least 18 hours and an agenda at least two (2) hours in advance of the meeting here: [insert link].

¹ MJ policy and administrative regulations manuals include links to the Michigan legislature website. On occasion, new statutes, such as MCL 15.263a, are signed into law weeks or months before the legislature has an opportunity to update its website. As a result, this link does not work at present, but will be functional when the legislature website updates. For school districts that would prefer to wait until the website is updated, the link is: <http://legislature.mi.gov/doc.aspx?mcl-15-263a>.

December 15, 2020

Regular Meeting of the Board of Education

X. ITEMS FROM THE TREASURER

A. Expenditures.

MOTION: I move that the Board of Education approve the expenditures as outlined in the expenditure printout dated December 15, 2020, as follows:

General Fund	\$9,784,419
General Fund - Athletics	\$70,757
Debt Fund	-0-
Capital Projects – 2018 Bond Fund	\$841,374
Capital Projects – 2020 Bond Fund	\$42,844
Nutrition Services Fund	\$131,272
Benefit Stabilization Fund	\$839,646
TOTAL	\$11,710,312

December 15, 2020

Regular Meeting of the Board of Education

XI. CONSENT AGENDA. I move that the Board of Education approve the December 15, 2020 Consent Agenda, as follows:

- A. Approval of Minutes
 - 1. November 24, 2020 Regular Meeting
 - 2. December 9, 2020 Special Meeting
- B. Head Start Director's Monthly Report
- C. Personnel Items

NEW HIRES

Adams, Kevin
Electrical Technician
Facilities Management
Effective: 12/2/2020

Davis, Ashley
Paraprofessional
Beechview Elementary
Effective: 11/30/2020

RESIGNATIONS

Louis-Ferdinand, Shellie
Paraprofessional
Warner Middle
Effective: 12/11/2020

Siefert, Krista
School Psychologist
Forest/Kenbrook Elementary
Effective: 12/18/2020

Venable, Felicia
Director of Facilities Mgmt.
Facilities Management
Effective: 1/8/2021

RETIREMENTS

Bourassa, Alison
Teacher
Farmington High
Effective: 1/1/2021

Bridges, Charles
Teacher
Farmington High
Effective: 2/1/2021

Groenenboom, Susan
Counseling Technician
Farmington High
Effective 2/1/2021

OTHER

Chin, Jenika
Kitchen Helper
Farmington High
Effective: 12/3/2020

**REGULAR MEETING
OF THE FARMINGTON BOARD OF EDUCATION
(Virtual via WebEx)
November 24, 2020**

Treasurer Weems called the meeting to order at 6:05 pm.

ROLL CALL:

Present: Terri A. Weems, treasurer
Jessica B. Cummings, trustee
Richard D. Mukamal, trustee
Zach T. Rich, trustee

Absent: Angie F. Smith, trustee

Also Present: Robert C. Herrera, superintendent; Kelly Coffin, Bobbie Goodrum, Jennifer Kaminski, and Kathy Smith, assistant superintendents; Jackie McDougal, executive director; Diane Bauman, Margaret Hendrickson, and Wes Prescott, directors; Kirsten Cicchella, supervisor; Wanda Cook-Robinson, Oakland Schools superintendent; Nancy Jennings, F/FH Education Foundation director; Brian Smilnak, Wakely Associates; executive assistant, Kim Buckley; staff and community members

1. **PLEDGE OF ALLEGIANCE.** Dr. Herrera led the pledge.
2. **APPOINTMENT OF PRESIDENT.** Treasurer Weems detailed the process for appointing a president for the remainder of the calendar year and through the onboarding of new members. The appointed president would then appoint a secretary for the remainder of the calendar year. The Vice President position will not be filled at this time. New officers will be elected once all new members are present in January/February of 2021. Board discussion occurred.

Treasurer Weems nominated Trustee Rich for president. Trustee Rich accepted the nomination.

No further discussion occurred.

ROLL CALL VOTE: **Ayes:** Rich, Weems, Mukamal, Cummings
Nays: None

NOMINATION PASSED 4-0.

3. **APPROVAL OF THE AGENDA.** It was moved by Weems and supported by Cummings that the Board of Education approve the agenda for the November 24, 2020 regular meeting, as presented.

ROLL CALL VOTE: **Ayes:** Rich, Weems, Mukamal, Cummings
Nays: None

MOTION PASSED 4-0.

4. **ANNOUNCEMENTS.** President Rich explained the procedure for making public comments, granted voting rights to all remote Board members, and made statements regarding his new role and the challenges ahead.
5. **CORRESPONDENCE.** President Rich appointed Trustee Mukamal as Board secretary. Secretary Mukamal reported on correspondence that was received during this period. Communications are acknowledged and, when appropriate, a response is provided. A list of correspondents and topics can be found in the Board packet, which is available on the FPS website.
6. **REPORT FROM THE STUDENT ROUND TABLE PRESIDENT.** Akhila Mullapudi, president, spoke on the following topics: SRT meeting attendance, DEI presentation by Dr. Goodrum, impact of student voice, creation of a google form so that students can inform the District of relevant issues, virtual lunch with the superintendent and building principals, request for SRT honor cords at graduation, community service, and student involvement in the superintendent search.

Board members commented on Ms. Mullapudi's report.

7. **LEGISLATIVE UPDATE.** President Rich related that the Michigan House and Senate were on break until 12/1/2020 and would then work until 12/18/2020. Education funding is still under discussion.

8. **NEW BOARD MEMBER INTRODUCTIONS.**

Presenter: Zach Rich, president

President Rich introduced the newly elected Board members Mable Fox, Cheryl Blau, and Claudia Heinrich. Each new member made a brief statement and was greeted by current members.

9. **F/FH EDUCATION FOUNDATION UPDATE.**

Presenter: Nancy Jennings, director

Director Jennings reported that the Toast for Education has been postponed until November 2021. The Return 2 Learn Campaign was launched in November and is currently accepting donations. These donations will be used for 1) teachers' unexpected needs, 2) Operation Common Good, and 3) District initiatives. Ms. Jennings noted that the 2020 grant timeline was removed so that staff may utilize the awards. Lastly, she thanked supporters and District staff.

Board members thanked the Foundation.

10. **DEI UPDATE.**

Presenter: Bobbie Goodrum, assistant superintendent-diversity, equity and inclusion

Dr. Goodrum provided the Board with an update on the educational equity audit, which was directed by the Board's Proclamation. The company engaged to perform the audit is US2 (Understand Self/Unite Society), and it will be customized to our District. The audit will focus on Pedagogy, Teacher Leadership, Curriculum, Policies/Procedures, and Stakeholder Culture (perception data). Self-Assessments, focus groups and stakeholder surveys will be utilized for data gathering. The self-assessments and stakeholder surveys were created using the Social Justice Standards and Critical Practices from TeachingTolerance.org. A report will be crafted that includes all raw data, a synthesis of the data, findings, and recommendations to address areas of

deficit. The full report is typically available within two months after completing all data collection. At this time, the self-assessments are complete. The stakeholder surveys may be postponed. The entire process normally takes five months; however, there will be delays due to COVID.

Board members made comments and questions were answered. Dr. Goodrum was also congratulated for being appointed to the MDE SEL Network.

11. REPORTS FROM BOARD COMMITTEES.

Policy/Board Governance: Chair Rich reported that the committee and central office staff met November 17 to receive updates and discuss: Title IX training for board members, the agenda item - Items from the Secretary, Board member completion of the network use agreement, the Policy 1002 revision (remote meetings-January 1, 2021), and the equity audit. Future agenda items included: Board member vacancy appointments, interim superintendent, and an update on progress on the FPS Proclamation's action steps.

Finance/Facilities: Chair Weems reported that the committee and central office staff met November 19 to receive updates and discuss: the Power Middle School walk-in freezer, the Board Room table, the teacher/support staff COVID 19 grant, GRBS staffing, enrollment impact on the budget amendment, and a high level budget summary. Future agenda items included: a 2020 bond update.

12. INTERIM SUPERINTENDENT.

Presenters: Zach Rich, Trustee and Wanda Cook-Robinson, Superintendent-Oakland Schools

Dr. Cook-Robinson detailed the services that Oakland Schools could provide related to locating an interim superintendent. The Board could simultaneously assess internal candidates and review external candidates identified by Oakland Schools. External candidates are generally retired superintendents. There is no cost for Oakland Schools' services; however, the fee for the interim would be a per diem along with expenses. Treasurer Weems advised that MASB also provided a list of candidates.

Board member questions were answered.

MOTION: It was moved by Cummings and supported by Weems to amend the agenda to add engaging Oakland Schools to identify candidates to fill the interim superintendent position as Action Item X.I.

Board discussion occurred.

ROLL CALL VOTE: **Ayes:** Rich, Weems, Mukamal, Cummings
 Nays: None

MOTION PASSED 4-0.

The Superintendent's Evaluation and Succession Planning committee will determine next steps.

13. BOARD APPOINTMENTS.
Presenter: Zach Rich, President

President Rich detailed the current Board Trustee openings along with scenarios for filling the vacant seats. One possible option is to select two of the newly elected Board members to fill the vacated seats. One would resign effective 12/31/2020 to start their elected term. The thirty-day clock to fill the remaining open seat would begin 1/1/2021. The newly seated Board would then participate in the appointment process. The application for Board Trustee will be posted 11/30/2020. The Board came to consensus on removing the requirement to submit transcripts; however, verification of education could be requested. The Board may take action on December 15, 2020 to fill the current vacancies.

14. MIDDLE AND HIGH SCHOOL ATHLETICS.
Presenters: Joe Greene and Tom Shelton, NFHS and FHS principals

Mr. Greene and Mr. Shelton reported on the current status of secondary sports and plans moving into the winter season. *Middle School 1 (Boys' Basketball):* Canceled due to the shortened season and the lack of opportunities for competition with other schools. *Middle School 2 (Volleyball, Wrestling):* Season starts in mid-January. A decision about participation will be delayed pending pandemic data and feedback from other COMSAC districts. *Fall State Tournaments:* Those teams that qualified for participation in MHSAA state tournaments will be allowed to do so, pending recommendations from governing bodies. *Winter Season:* Tryouts and practices will begin once permitted by governing bodies, with delayed start and adherence to safety protocols.

Board member questions were answered.

15. POLICY 1002 REVISION (Remote Meeting Attendance) – FIRST READING.
Presenter: Zach Rich, President

President Rich presented a brief overview of the Policy 1002 revision provided by Miller Johnson, our policy and administrative regulation service provider. This revision relates to remote meeting attendance by Board members after December 31, 2020 per new OMA regulations. Action is expected at the December 15 regular meeting.

16. PUBLIC COMMENTS. Public comments were read aloud and given virtually. No action taken.

17. SUMMER TAX COLLECTION RESOLUTION.
Presenter: Jennifer Kaminski, assistant superintendent-business services

This item was presented in detail at the November 10 regular meeting.

MOTION: It was moved by Weems and supported by Cummings that the Board of Education approve the Summer Tax Collection Resolution, as presented, and waive the reading of the resolution.

ROLL CALL VOTE: **Ayes:** Rich, Weems, Mukamal, Cummings
 Nays: None

MOTION PASSED 4-0.

18. UNINTERRUPTIBLE POWER SUPPLIES(UPS) BID.
Presenter: Wes Prescott, director-information technology

This item was presented in detail at the November 10 regular meeting.

MOTION: It was moved by Weems and supported by Cummings that the Board of Education approve the purchase of Uninterruptible Power Supplies (UPS) from Coast to Coast in the amount of \$49,290.66, funds to come from the Capital Projects (Building & Site 2018) Fund.

ROLL CALL VOTE: **Ayes:** Rich, Weems, Mukamal, Cummings
 Nays: None

MOTION PASSED 4-0.

19. POWER WALK-IN FREEZER.
Presenters: Jennifer Kaminski, assistant superintendent-business services and Brian Smilnak, Wakely Associates

This item was presented to the Finance/Facilities committee on November 19.

MOTION: It was moved by Cummings and supported by Weems that the Board of Education approve the bid award for construction of a walk-in freezer and replacement of the existing water-cooled condenser in the existing walk-in cooler with an air-cooled condenser to ML Schoenherr Construction, Inc. in the amount of \$91,100.00, funds to come from the Nutrition Services Fund.

Brian Smilnak from Wakely Associates answered Board member questions.

ROLL CALL VOTE: **Ayes:** Rich, Weems, Mukamal, Cummings
 Nays: None

MOTION PASSED 4-0.

20. BOARD ROOM TABLE.
Presenter: Wes Prescott, director-information technology

This item was presented to the Finance/Facilities committee on November 19.

MOTION: It was moved by Weems and supported by Cummings that the Board of Education award the purchase of the Board room table, related accessories and chairs to Dew-El Corporation in the amount of \$35,942.56, funds to come from the Capital Projects (Building & Site 2018) Fund.

Board discussion occurred. Dr. Herrera, Mrs. Kaminski and Mr. Prescott presented background information and details regarding the bid.

Treasurer Weems withdrew the motion. No objections. Motion rescinded.

MOTION: It was moved by Mukamal and supported by Weems that the Board of Education award the purchase of the Board room table and related accessories, minus the chairs, to Dew-El Corporation in the amount of \$27,658.96, funds to come from the Capital Projects (Building & Site 2018) Fund.

ROLL CALL VOTE: **Ayes:** Rich, Weems, Mukamal, Cummings
 Nays: None

MOTION PASSED 4-0.

21. NOVEMBER 16, 2020 CLOSED SESSION MINUTES.

Presenter: Zach Rich, President

MOTION: It was moved by Weems and supported by Mukamal that the Board of Education approve the November 16, 2020 closed session minutes, as presented.

ROLL CALL VOTE: **Ayes:** Rich, Weems, Mukamal, Cummings
 Nays: None

MOTION PASSED 4-0.

22. EARLY CHILDHOOD RETURN TO IN-PERSON INSTRUCTION.

Presenter: Kirsten Cicchella, supervisor-early childhood

MOTION: It was moved by Mukamal and supported by Cummings that the Board of Education approve the extended pause to in-person instruction for early childhood through at least January 11, 2021, as presented.

Dr. Coffin and Mrs. Cicchella answered Board member questions.

ROLL CALL VOTE: **Ayes:** Rich, Weems, Mukamal, Cummings
 Nays: None

MOTION PASSED 4-0.

23. SPECIAL EDUCATION RETURN TO IN-PERSON INSTRUCTION.

Presenter: Jackie McDougal, executive director-special education

MOTION: It was moved by Mukamal and supported by Cummings that the Board of Education approve the extended pause to in-person instruction for special education through at least January 11, 2021, as presented.

Dr. Coffin and Dr. McDougal answered Board member questions.

ROLL CALL VOTE: **Ayes:** Rich, Weems, Mukamal, Cummings
 Nays: None

MOTION PASSED 4-0.

24. RECONFIRMATION OF INSTRUCTIONAL DELIVERY PLAN (EXTENDED COVID 19 LEARNING PLAN).

Presenter: Kelly Coffin, assistant superintendent-innovation and strategic initiatives

MOTION: It was moved by Mukamal and supported by Cummings that the Board of Education reconfirm the Instructional Delivery Plan (FPS Extended COVID19 Learning Plan), as presented.

Board discussion occurred. The District’s Mitigation Plan has been approved by Oakland County. Administration meets weekly to review data and determine the District’s capacity to return.

ROLL CALL VOTE: **Ayes:** Rich, Cummings, Mukamal, Weems
 Nays: None

MOTION PASSED 4-0.

25. OAKLAND ISD SUPPORT FOR INTERIM SUPERINTENDENT SEARCH.

Presenter: Zach Rich, President

MOTION: It was moved by Mukamal and supported by Cummings that the Board of Education appoint the Oakland ISD to assist Farmington Public Schools in filling the interim superintendent role.

Board discussion occurred.

ROLL CALL VOTE: **Ayes:** Rich, Cummings, Mukamal, Weems
 Nays: None

MOTION PASSED 4-0.

26. EXPENDITURES. It was moved by Weems and supported by Cummings that the Board of Education approve the expenditures as outlined in the expenditure printout dated November 24, 2020, as follows:

General Fund	\$8,627,412
General Fund - Athletics	\$124,542
Debt Fund	-0-
Capital Projects – 2018 Bond Fund	\$1,045,744
Capital Projects – 2020 Bond Fund	\$8,944
Nutrition Services Fund	\$186,038
Benefit Stabilization Fund	\$1,717,523
TOTAL	\$11,710,203

ROLL CALL VOTE: **Ayes:** Rich, Weems, Cummings, Mukamal
 Nays: None

MOTION PASSED 4-0.

27. CONSENT AGENDA. It was moved by Cummings and supported by Mukamal that the Board of Education approve the Consent Agenda dated November 24, 2020.

- A. Approval of Minutes
 - 1. November 10, 2020 Regular Meeting
 - 2. November 16, 2020 Special Meeting
- B. Head Start Director’s Monthly Report

C. Personnel Items

Board members recognized retirements and new hires.

ROLL CALL VOTE: **Ayes:** Rich, Cummings, Mukamal, Weems
 Nays: None

MOTION PASSED 4-0.

28. **REPORTS FROM BOARD REPRESENTATIVES.** None.
29. **SUPERINTENDENT'S ANNOUNCEMENTS.** Dr. Herrera thanked staff and students for their continuing hard work in delivering and learning content in the remote environment. He also wished everyone a safe Thanksgiving holiday.
30. **RECOMMENDATIONS FOR FUTURE ADGENDA ITEMS.** SEL Update.
31. **GOOD AND WELFARE.** Board members spoke on topics of personal interest.
32. **ADJOURNMENT.** The Board of Education November 24, 2020 regular meeting was adjourned at 10:43 pm.

Richard D. Mukamal
Farmington Board of Education
Secretary

Ms. Fox expressed thanks for the appointment.

MOTION: It was moved by Weems and supported by Smith that the Board of Education appoint Cheryl Blau to Mrs. Green's vacated seat on the Board in order to meet the thirty-day requirement for appointment.

Board discussion occurred. The term of this seat ends 12/31/2022. Dr. Blau will resign this appointment effective 12/31/2020 to begin her elected six-year term. At that time, the thirty-day clock begins again to fill Pam Green's vacated seat. The Trustee application is open and available on the FPS website.

ROLL CALL VOTE: **Ayes:** Rich, Weems, Cummings, Mukamal, Smith
 Nays: None

MOTION PASSED 5-0.

POINT OF ORDER: Trustee Mukamal questioned whether the new appointees need to be sworn in for the appointments in addition to the elected positions. Clarification will be sought prior to the December 15 regular meeting and appropriate action will be taken.

7. **REQUEST FOR CLOSED SESSION BY ROLL CALL VOTE.** It was moved by Weems and supported by Smith that the Board move to closed session in accordance with section 8(c) Collective Bargaining Strategy of the Open Meetings Act, Public Act 267 of 1976.

ROLL CALL VOTE: **Ayes:** Rich, Weems, Cummings, Mukamal, Smith
 Nays: None
 Abstain: Blau, Fox

MOTION PASSED 5-0-2.

The Board moved to closed session at 6:33 pm.

8. **RETURN TO SPECIAL MEETING.** The Board returned to the Special Meeting at 8:29 pm.
9. **ADJOURNMENT OF SPECIAL MEETING.** The special meeting was adjourned at 8:29 pm.

Jessica B. Cummings
Farmington Board of Education
Secretary



To: Board of Education Members
Cc: Dr. Robert Herrera
From: Kirsten Cicchella
Date: November 2020
Re: **Head Start Directors Monthly Report**

Program updates:

- Thirty-six students of forty five available slots were served in person for the month of November. Our grantee has continued to request if we are in person to maintain class sizes at no more than ten at this time.
- Families were eligible to receive a holiday meal courtesy of The Lutheran Church of the Shepherd King and the Farmington Hills Fire Department. The meal contained a turkey, vegetable, rolls, and dessert for a family of four.
- The program began virtual learning as of November 16. The teachers quickly moved to remote learning holding google meets daily starting November 18th. The staff put together weekly items to use at home during the remote lessons and for other learning activities at home. In addition, the staff also do an individual weekly touching base with each family and student.
- The program served 178 breakfasts and 180 lunches through National School Lunch and 178 snacks through CACFP.

Fiscal update:

EXPENDITURES	APPROVED	ACTUAL	ACTUAL	REMAINING
FEDERAL	BUDGET	Nov 2020	YEAR	BALANCE
	PERIOD EXP	EXP	TO DATE	
PERSONNEL	352,211.00	36,141.69	275,481.89	76,729
FRINGE BENEFITS	221,614.00	22,030.08	177,874.44	43,740
TRAVEL OUT OF AREA	0.00	0.00	0.00	0.00
EQUIPMENT	0.00	0.00	0.00	0.00
SUPPLIES	19,084.00	3,111.70	5,240.40	13,843
CONTRACTUAL	30,000.00	5,333.70	33,838.58	(3,839)
CONSTRUCTION,RENOVATION, REPAIR				
OTHER	16,000.00	918.08	5,297.14	10,702
	\$638,909.00	\$67,536.52	\$497,732.45	\$141,175

*CREDIT CARD EXPENDITURES CATEGORY	
November 2020	
Miscellaneous	\$7.23
Supplies	\$785.51

**Per Head Start fiscal guidelines, credit card expenditures must be reported separately as well as in total expenditures*