



Today's  
Slide  
Deck

(517) 327-5315 | massp.com | @massp | michiganprincipals | in massp

ADVANCING LEARNING THROUGH EDUCATIONAL LEADERSHIP

1



**Bob Kefgen**

*Assoc. Dir. of Gov't Relations*

@MASSP

(517) 896-5636

bob@massp.com

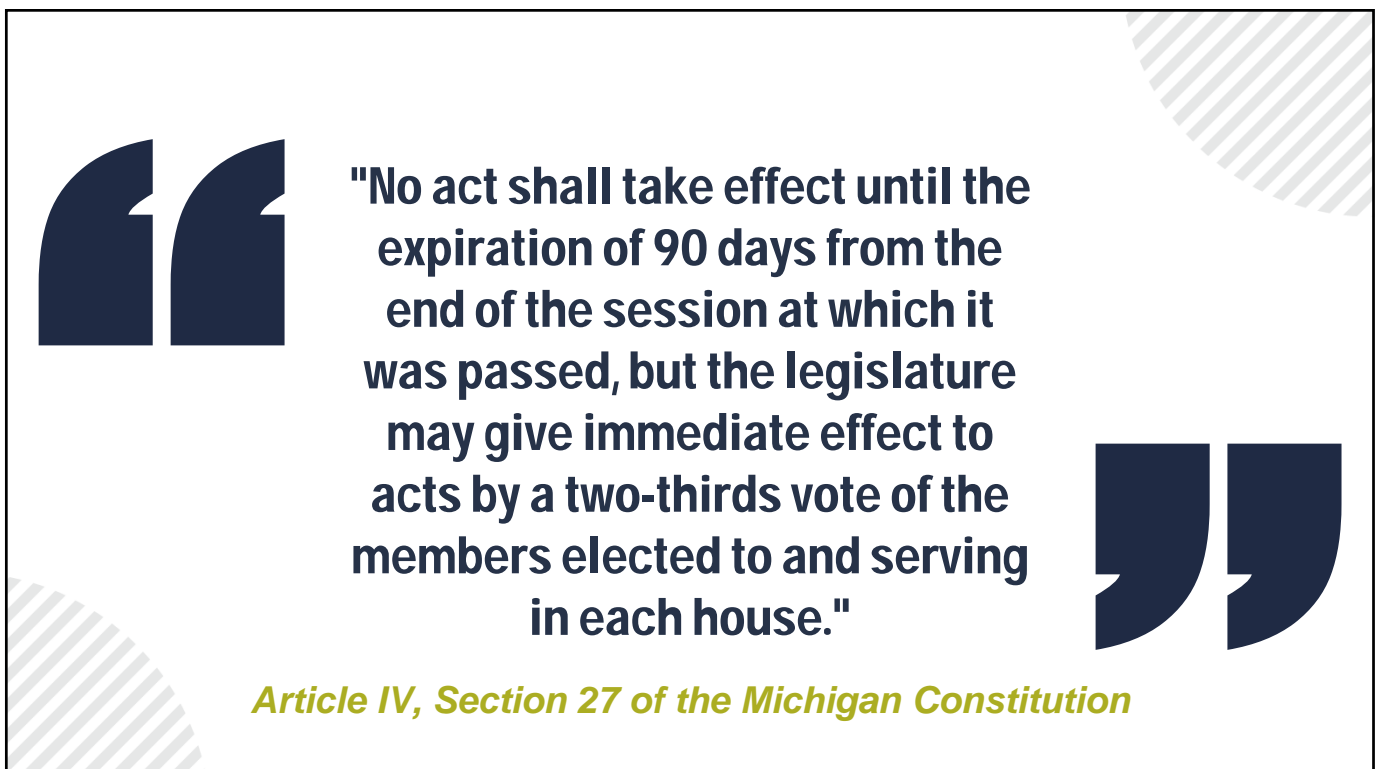
(517) 327-5315 | massp.com | @massp | michiganprincipals | in massp

ADVANCING LEARNING THROUGH EDUCATIONAL LEADERSHIP

2



3




4

SEPTEMBER							OCTOBER							NOVEMBER							DECEMBER						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1	2	1	2	3	4	5	6	7			1	2	3	4						1	2	
3	4	5	6	7	8	9	8	9	10	11	12	13	14	5	6	7	8	9	10	11	3	4	5	6	7	8	9
10	11	12	13	14	15	16	15	16	17	18	19	20	21	12	13	14	15	16	17	18	10	11	12	13	14	15	16
17	18	19	20	21	22	23	22	23	24	25	26	27	28	19	20	21	22	23	24	25	17	18	19	20	21	22	23
24	25	26	27	28	29	30	29	30	31					26	27	28	29	30			24	25	26	27	28	29	30
																					31						

January							February							March							
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	
												2	3							1	2
	1	2	3	4	5	6	4	5	6	7	8	9	10	3	4	5	6	7	8	9	
7	8	9	10	11	12	13	11	12	13	14	15	16	17	10	11	12	13	14	15	16	
14	15	16	17	18	19	20	18	19	20	21	22	23	24	17	18	19	20	21	22	23	
21	22	23	24	25	26	27	25	26	27	28	29			24	25	26	27	28	29	30	
28	29	30	31											31							

5



# Year 2 Date

What had happened was...

#tellymestories

6

## Prohibited Subjects

- **HB 4354 (PA 115 of 2023)**
- **Repeals PA 260 of 2011 which prohibited collective bargaining on:**
  - Teacher placement
  - Layoff/recall
  - Evaluations
  - Discipline/discharge
  - Classroom observations
  - Merit pay
  - Ineffective teacher notification



7

## The One Off "Fix"

- **HB 4820 (PA 116 of 2023)**
- **Amends layoff/recall statute (sec. 1248)**
- **Goal:** create a statutory process for teacher placement similar to layoff/recall
- **Reality:** screwed up layoff/recall without fixing teacher placement



8

## Step Freezes & Health Care

- **HB 4044 (PA 113 of 2023)**
- **Repeals PA 54 of 2011**
  - Step freezes when contracts expire
  - Employees pay all health care cost increases
  - Prohibition on retroactive pay and benefits



9

## Union Dues Collection

- **HB 4233 (PA 114 of 2023)**
- **Repeals prohibition on districts collecting union dues**
- **Could have been done in RTW, but was not**
- **Considerations for districts:**
  - Ease for employees who are union members
  - Cost for unions
  - Data for districts



10

## Other IE Deniers

- A-F school accountability system repeal
- 3rd grade reading retention repeal
- Right to Work repeal
- Prevailing wage reinstatement



11



## New This Year

**They're here...**

*#letsgetreadytorumble*

12

## Reciprocity

- **SB 161-62 (PA 110-111 of 2023)**
- **Simplifies process for out-of-state teachers and counselors to get MI certs.**
- **Teacher exceptions allowed:**
  - For Ts w/ 3 years experience, MDE could waive the MTTC & the 3 credit reading course entirely
  - For Ts w/ a passing score on a teacher cert test other than the MTTC (e.g. Praxis), MDE could accept that score
- **Shifts the CPR requirement from pre-cert to new teacher PD**
- **Allows MDE to accept certs from other countries or federally recognized tribes.**

13

## CPR/First Aid Shift

- **SB 161 (PA 110 of 2023)**
- **Eliminated req for teachers to complete CPR/First Aid training to obtain initial teaching cert.**
- **Dists must include as part of 15 days of new teacher PD ([MCL 380.1526](#)).**
- **Must be [MDE approved training](#)**
- **Must be completed in first year of teaching.**



14

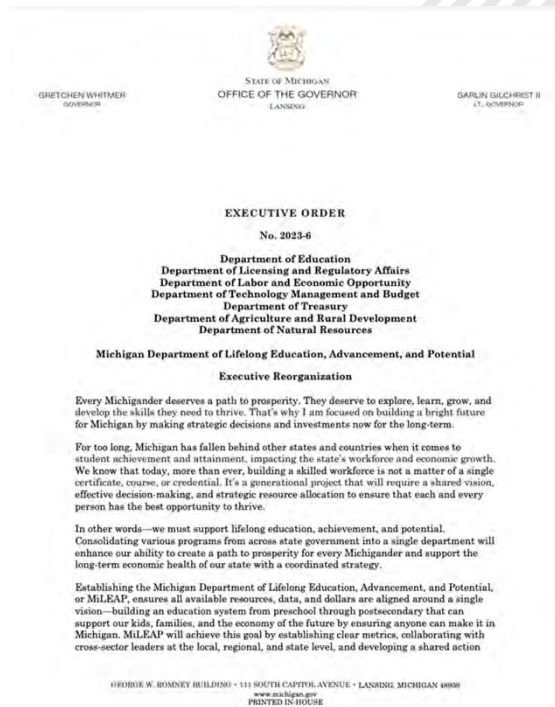
# CROWN Act

- **SB 90 (PA 45 of 2023)**
- **Creating a Respectful & Open World for Natural hair (CROWN) Act**
- **Amends definition of race in Elliott-Larsen to include traits historically associated with race incl. hair texture and protective hairstyles such as braids, locks, and twists**
- **Review your policies regarding hairstyles for band, choir, cheer, dance etc.**



# MiLEAP

- **Executive Order 2023-6**
- **Michigan Department of Lifelong Education, Advancement, and Potential (MiLEAP)**
- **Combines functions currently spread across 4 departments (MDE, LARA, LEO, Treasury)**
- **3 offices w/in new dept.**
  - **Office of Early Childhood Education**
  - **Office of Higher Education**
  - **Office of Education Partnerships**



# Growing MI Council

- Executive Order 2023-4
- Governor's council on stemming population decline
- 4 Workgroups
  - Infrastructure
  - Jobs, Talent, and Economy
  - PK-12 Education
  - Higher Education
- PK-12 workgroup  $\cong$  Launch MI
- Workgroup recs due to Council by mid-October
- Council recs due by December 1



### EXECUTIVE ORDER

No. 2023-4

#### Growing Michigan Together Council

Department of Labor and Economic Opportunity

For much of the 20th century, people came to Michigan seeking opportunity. Michiganders could earn family-sustaining wages and build generational wealth with just a high school diploma. Our population and incomes grew faster than the rest of the country, supporting strong schools, world-class infrastructure, and vibrant communities.

Michigan's population growth began to slow in the 1970s, and in the 21st century, Michigan grew more slowly than all but one state. For Michigan to thrive in the decades ahead, we must ensure that our state is a place that everyone can and wants to call home.

Michiganders are Michigan's most important resource. Children playing with blocks today will be the workers, designers, and engineers of tomorrow, building bridges and defining the skylines of cities right here in Michigan. Recent graduates from Michigan's world-class institutions of higher education must be able to see a path to a prosperous future and a good-paying, high-skilled job right here in Michigan. Retirees who have worked hard over decades starting businesses, raising families, and building their communities should be able to enjoy their golden years right here in Michigan. Our friends, family, and neighbors are also the customers that patronize our businesses, the workers who staff our factories, and the innovators who will define our future.

To usher in a better tomorrow, we must collaborate to grow Michigan together today.

Growing Michigan together is a Team Michigan task. We must shore up our talent pipeline, build on our strong manufacturing base, leverage our rich natural resources, and draw more people from across the nation and around the world, all while maintaining our state's high quality of life and low cost of living. Michigan must be a place that attracts all, welcomes all, and includes all. Together we can again make Michigan a magnet for jobs, people, and prosperity. To achieve these critical goals – to make Michigan bigger, better,

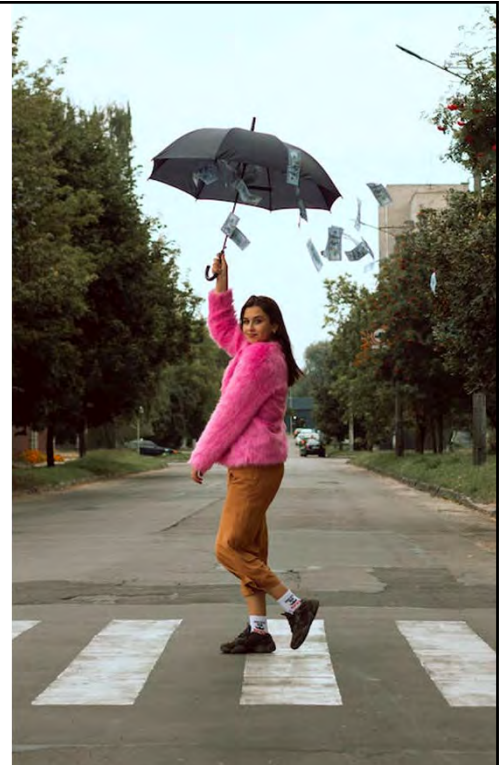
GEORGE W. BOMSEY BUILDING • 111 SOUTH CAPITOL AVENUE • LANSING, MICHIGAN 48909  
WWW.MICHIGAN.GOV  
PRINTED IN-HOUSE

17

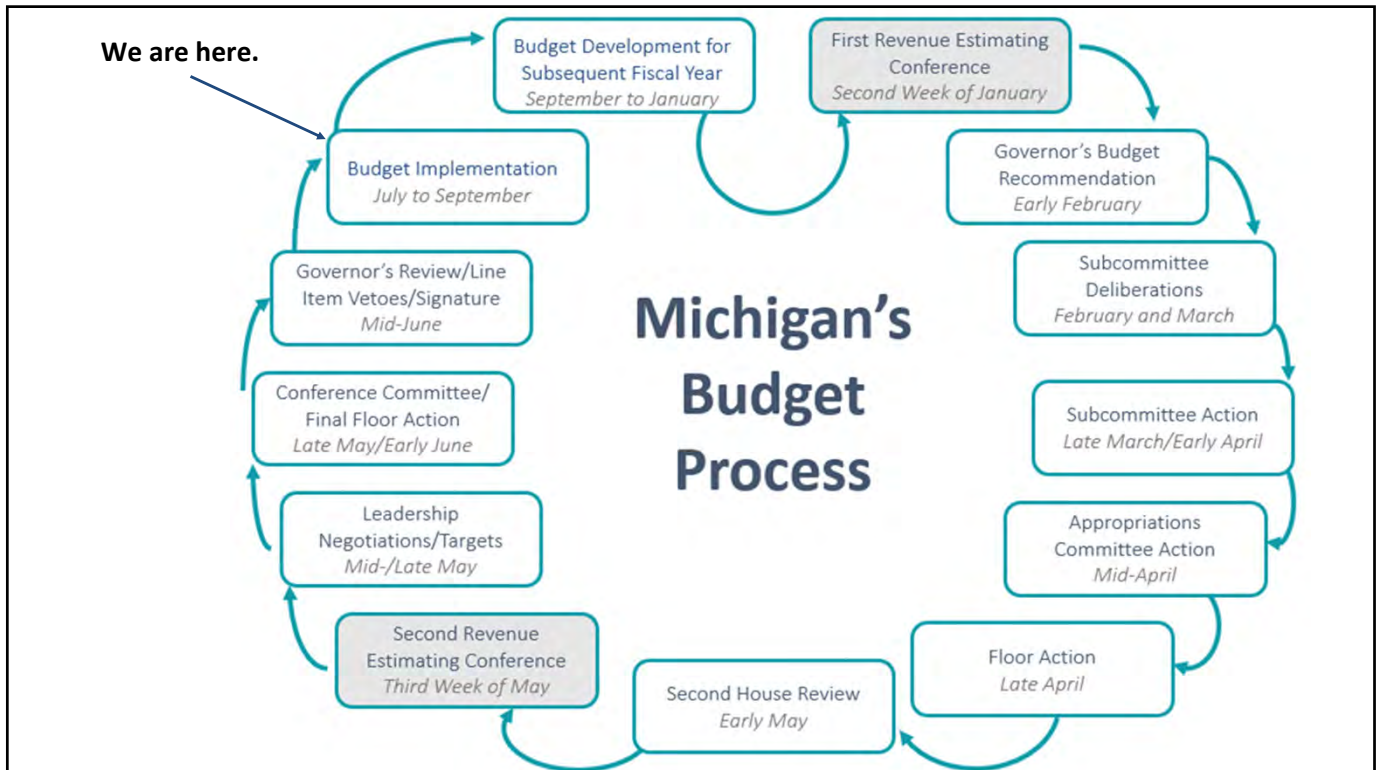
# Budget!!!

## SHOW ME THE MONEY!

*#dollabillsyall*



18



19

## Big Ticket Items

- \$458/pupil (5% increase)
- \$63.8M per pupil payment\*
- \$48.5M MPSERS offset\*
- \$205M At Risk (11.5% base, 15.3% concentrated poverty, graduated formula)
- \$140M Spec Ed (100% of fdn)
- \$13.3M ELL (50% incr.)

\* One-time funding.



20

## Other Highlights

- \$385M Enrollment Stabilization Fund (declining enrollment offset)
- \$125M transportation (SFRC)
- \$300M MI Kids Back on Track
- \$10M FAFSA completion challenge
- \$90.9M GSRP expansion & flexibility

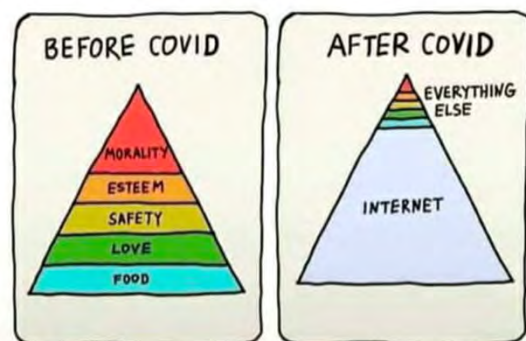


21

## Student Wellness

- \$328M: Flexible, per pupil mental health & school safety formula grants
  - \$107/pupil
  - Funded for 2 years
- \$160M for universal free breakfast & lunch, plus:
  - \$5M to increase the use of local produce in schools
  - \$1M to eliminate school lunch debt

human needs



22

## Recruitment & Retention

- \$50M: Educator mentoring (teachers, counselors, admins)
- \$50M: student teacher stipend (\$9,600/sem.)
- \$25M: MI Future Educator Fellowship (\$10K/yr)
- \$10M: Talent Together coalition
- \$15M: Rural Educator Credentialing Hub
- \$15M SMART internship grant (mental health professionals)



23

## Boilerplate

- FTE penalty for "appropriately placed" delayed 1 year
- Virtual learning flexibility
  - Can use 21f for < 50% virtual
  - No parent permission for first 15 days w/ plan & notification
  - Limited to emergency closures, testing days, & PD
- PD as instructional time cannot be used as a reason to deny addtl forgiven days



24

## Sec 6(8)

(a) "Appropriately placed" means holding a valid Michigan educator credential with the required grade range and discipline or subject area for the assignment, as defined by the superintendent of public instruction.

(b) ~~(a)~~ A "Class" means a period of time in 1 day when pupils and an individual who is appropriately placed under a valid certificate, substitute permit, authorization, or approval issued by the department, are together and instruction is taking place.

25

## Enforcement

- Teacher Credential Verification Report
- Coming Fall 2023
- Compare SCED Code to MOECS endorsements for TOR listed in REP
- Unresolved problems:
  - ~~Loss of FTE for students in that class~~
  - Loss of salary for misplaced teacher



26



# Coming Fall '23

**On Deck**

*#inthehole*

27

## Fall 2023 Agenda

### House Ed Cmte

- School safety informational hearing (Sept 12)
- Charter school transparency (likely Oct)
- Educator Evaluation (after Senate, probably Oct)
- School safety legislation (possibly late Oct)

### Senate Ed Cmte

1. Retiree return to work
2. School meals codification
3. Educator evaluations
4. WorkKeys repeal
5. Dyslexia (as part of 3rd grade reading)

28

## Retiree Return to Work

- **HB 4752**
- **Would allow retirees to return to work after 30 days**
- **Earnings capped at \$15K/year**
- **Unlimited earnings after 9 months**
- **Time spent working under the cap counts toward 9 months**



29

## Educator Evals

- **SB 395-96 & HB 4821-22**
- **Eliminate student growth**
- **Eliminate req to use state assessment data**
- **Eliminate HE rating**
- **Biennial (or triennial) evaluations for anyone rated "effective"**
- **Rename the categories**
- **Expand appeal process**



30

## Charter Transparency

- **BILLS COMING SOON**
- **Last year's bills:**
  - Subject EMOs to FOIA
  - Annual audits for EMOs
  - Prevent authorizer shopping
  - Require monthly charter board meetings subject to OMA
  - Stronger authorizer requirements and possible suspensions
- **Expected in the House in Sept or Oct**



31

## House School Safety Bills

- **HB 4088-4100**
- **Changes to safety drills**
- **Changes to EOP law**
- **Universal training provided by MSP**
- **Standardized threat assessment protocols**
- **Common terminology**
- **New school safety & mental health coordinator positions at the ISD level**
- **Physical security guidance**
- **OK2SAY info on school IDs**



MICHIGAN HOUSE OF REPRESENTATIVES

March 24<sup>th</sup>, 2022

Dear Speaker Wentworth,

Thank you for appointing us to lead the task force on school safety. We've had many productive meetings and discussions over the last three months. Our goal in this letter is to provide you with a report on our progress so far while we continue to collect and work on the many ideas that have been put forward.

Our work here isn't done yet. We are continuing to thoughtfully flesh out many of the recommendations and bill ideas in greater detail. However, we are at a point where we have reached a high-level consensus on several topics.

Background, summary of meetings, and ongoing discussions:

This taskforce is by no means starting from scratch when it comes to improving school safety in Michigan. It is important to recognize the tremendous amount of work that has already been done in this policy area, particularly over the past ten years. Good progress has been made in our state and throughout the country. With this in mind, the task force started its work by meeting with experienced groups and individuals who have already worked in this policy space.

We met as a group with many different people with different areas of expertise. Meetings have included conversations with and presentations from the Michigan State Police (MSP), MSP Office of School Safety, Okay2Say, Michigan Department of Education, Michigan Association of School Psychologists, Community Mental Health Association of Michigan, Oxford Public Schools, Safe Schools for Alex, SIGMA Threat Management, Michigan Sheriffs Association, Elementary and Middle School Principals Association, and groups representing school social workers and counselors. In addition to these meetings, individual members of our task force have received input from additional groups and professionals from their local communities and throughout the state. We also created a successful [web portal](#) where anyone in Michigan can share pertinent comments, recommendations, and information.

We have also thoroughly reviewed past recommendations, like those made by the [2018 School Safety Task Force](#) that was led by MSP. During this review, we found many previous recommendations have not yet been implemented. To remedy this, we've made fully implementing the best of those recommendations a top priority.

In addition to meetings with outside groups, the task force has met regularly amongst ourselves to have honest and frank discussions about the ideas presented to us. The goal of these discussions has been to hone in on ideas where the task force believes consensus support is achievable in the Legislature. This of course means there are some areas where the group does not agree. In the final report, we will include a list of topics that were discussed and whether a consensus was reached. For this progress report, we will simply include the items where we have a broad consensus amongst task force members.

32



# On Our Radar

**That's no moon!**

*#incoming*

33

## FAFSA Grad Requirement

- **SB 463**
- **FAFSA grad requirement beginning 2024-25**
- **Complicated waiver process**
- **New mandates on promoting & supporting FAFSA completion**
- **New reporting requirements**

🇺🇸 **ACCESS & SUCCESS**  
**FAFSA Graduation Requirement**

**Policy Goal**

Make the Free Application for Federal Student Aid (FAFSA) a high school graduation requirement and invest in resources to support completion.

**Why is this important?**

FAFSA completion greatly increases a student's likelihood to enroll in postsecondary study, gain access to financial resources to improve affordability, and efficient utilization of state aid allocations. Additionally, completing the FAFSA can require significant support from informed personnel and other resources.

**47.3%** of the Class of 2022 completed a FAFSA as of July of last year.

Source: Michigan College Access Network, Postsecondary Success Strategy (2022)

Michigan FAFSA completion rates remained at 25.2% from January 2022 to January 2023.

Source: Michigan College Access Network, Michigan 2022-2023 Update, January 2023

**671:1**

Michigan's student to counsellor ratio (671:1) is second to last in the nation.

Source: American College Counseling Association, National College Counseling Association, 2022-2023 Update, February 2023

States with implemented FAFSA completion requirements have seen increases in their FAFSA completion rates.

Louisian  
25%  
increase

Alabama  
17.5%  
increase

Texas  
13.5%  
increase

Source: Louisiana, Texas, South Dakota, Florida (2022); Michigan (2023)

**What needs to be done?**

Pass a new state law which requires prospective high school graduates to complete the FAFSA or a waiver in which students and families acknowledge their decision to not complete the FAFSA. This law should also provide financial assistance for school districts to hire and develop talent towards FAFSA completion and provide further resources to assist students and families in successfully completing the FAFSA.

**What are the potential impacts?**

Michigan could improve FAFSA completion rates, ensure access to federal state aid, increase utilization and awareness of state aid programs, and potentially improve postsecondary enrolment rates. Counsellors will be greatly impacted by this legislation as the main support staff to assist in meeting this requirement and by being the target population for the use of financial resources.

**What are the potential costs?**

We recommend investing \$10 million dollars to support the implementation of a FAFSA completion requirement.

34

## Sub Teacher Credits

- **HB 4549**
- **Temporarily eliminate the sub teacher credit requirement, provided:**
  - Person is 21 or enrolled in T prep
  - No special ed placements
  - ≤ 10 consecutive days in the same placement



35

## Governmental Immunity

- **HB 4484**
- **No governmental immunity for CSC if school or employee "knew or should have known"**
- **Expect more coming**
- **Trial lawyers & victim advocates vs. government agencies & employees**



36

## Gov Immunity (contd)

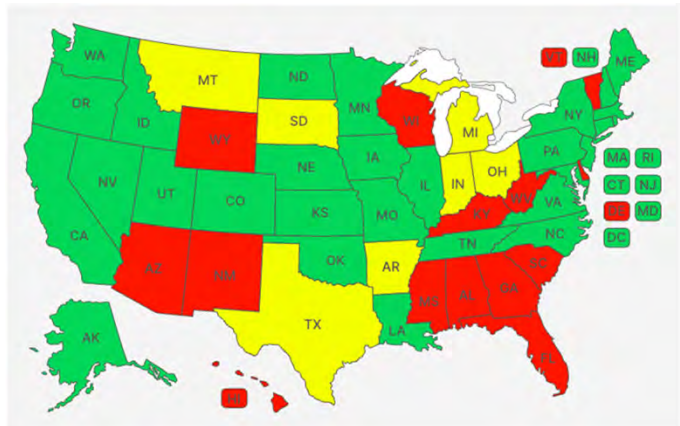
- Proposed MI Supreme Court rule change
- **Current policy:** case can be put on hold for gov immunity challenge
- **Proposed policy:** case can move forward pending challenge
- **Potential impacts:**
  - More lawsuits
  - More settlements



37

## HS Student Athlete NIL

- **HB 4816**
- **Compensation of High School Athletes Act**
- **Prohibit a high school or athletic association from limiting student NIL rights, including being paid for their NIL**
- **Some limitations apply**



38

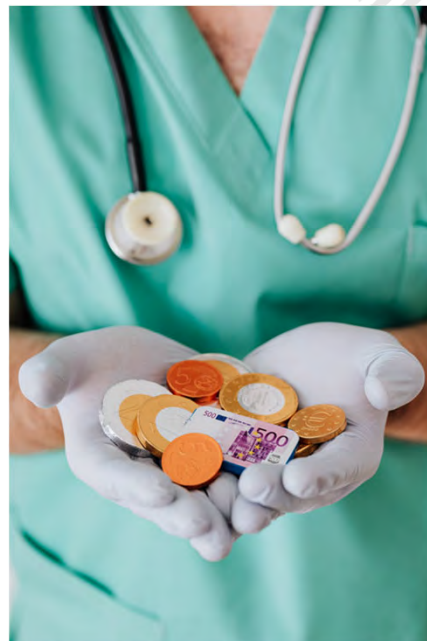
## Other Prohibited Subjects

- **PA 112 of 1994**
- **Policyholder for health insurance**
- **Start day for school**
- **Composition of SIP committees**
- **Schools of choice participation**
- **Whether to charter**
- **Whether to contract non-instructional services**
- **Use of volunteers**
- **Use/staffing of experimental/pilot programs & use of technology to deliver education**
- **Compensation or addtl work assignment to allow recovery of monetary penalty under PERA**

39

## Public Act 152 of 2011

- **Public Act 152 of 2011**
- **Limits amount that public employers are allowed to pay towards employee medical benefit plans.**
- **2 options:**
  - Hard cap (cap increases by medical CPI)
  - 80/20 (employers pay 80% of medical benefit plan costs, employees pay 20%)



40

## Health Care Re-Reform

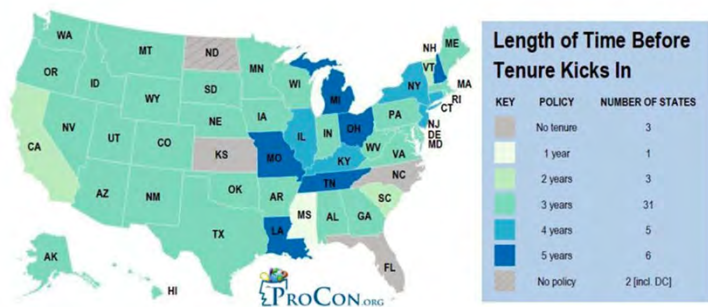
- **Last year's bill**
  - 90/10 floor (instead of a cap)
  - Eliminate hard cap
- **Other possibilities**
  - Repeal
  - 80/20 floor (instead of a cap)
  - Raise hard cap
  - Tie hard cap increase to a different index



41

## Tenure Re-Reform

- **PA 100-101 of 2011**
- **Change dismissal standard to "Arbitrary and capricious" (was "just cause")**
- **Demotion = suspension w/o pay  $\geq$  15 days (was 3 days)**
- **Extend probationary period to 5 years**
- **15 day non-renewal notice for non-tenured teachers (was 60 days)**



42



# Questions?

## Thank You!

You can find me at 517-896-5636,  
bob@massp.com or @BobKefgen