



LEGISLATIVE UPDATE

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Michigan Association of
Secondary School Principals

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Thank You



for having me today!

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●●● MICHIGAN PUPIL ACCOUNTING AND ATTENDANCE ASSOCIATION

TODAY'S SLIDE DECK



Michigan Association of Secondary School Principals



VHSWHP EHU#357

517-327-5315 | massp.com | [@massp](https://twitter.com/massp) | [f michiganprincipals](https://facebook.com/michiganprincipals) | [in massp](https://linkedin.com/company/massp)

ADVANCING LEARNING THROUGH EDUCATIONAL LEADERSHIP

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New This Year

They're here...

#letsgetreadytorumble

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Prohibited Subjects

- **HB 4354 (PA 115 of 2023)**
- **Restores bargaining on:**
 - Teacher placement
 - Layoff/recall
 - Evaluations
 - Discipline/discharge
 - Classroom observations
 - Merit pay
 - Ineffective teacher notification
- **HB 4356 (PA 143 of 2023)**
- **Restores bargaining on contracting non-instructional services**

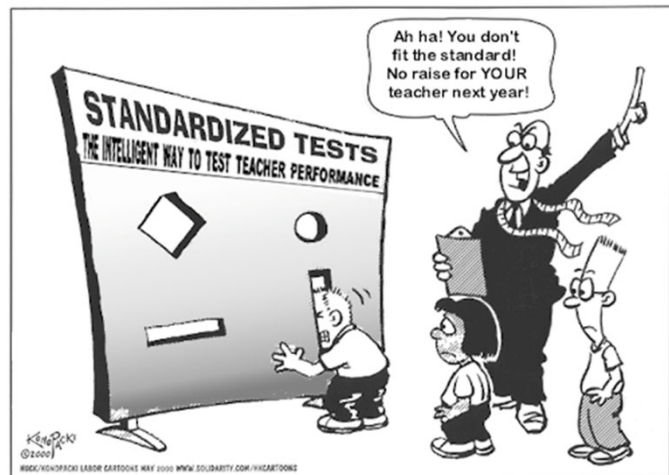
You need to know what your teacher contract says about...

- Placement
- Evaluations
- Classroom observation
- Discipline

5

Educator Evals

- **20% student growth**
- **Locally determined measures**
- **Eliminate HE rating**
- **Biennial (or triennial for Ts) evaluations for anyone rated "effective"**
- **Rename the categories to Effective, Developing, Needs Support**



6

Administrator Evals

- Mid-year review each year they are evaluated
- Building visit (principal equivalent of an observation)
- Automatic annual evaluation for principal in any year supervisor changes
- Rating appeal process for admins (except supt) w/ Needs Support rating
- Mentors required



7

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



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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



9

UPDATE YOUR CONTRACT!!!

- **Evaluation process changes**
 - Percentages
 - Rating labels
 - Evaluation frequency
 - Appeals process
- **Guaranteed mentor coaching**
- **Steps, lanes, and health care premium increases after contract expiration**
- **Restored bargainable subjects**
- **Dues collection**



Michigan Association of
Secondary School Principals



Building Administrator Contract Guide



A Guide to Fair and Legal Language
for Building Level Administrators

Developed by The Michigan Association of Secondary School Principals

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

ADVANCING LEARNING THROUGH EDUCATION



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MPSERS: DB v. DC

- **HB 5021 (PA 250 of 2023)**
- The MPSERS pension option is **NOW** the default selection for new employees
- **58%** of new employees don't make a selection
- Talk to any new employees you have this year **BEFORE** the 90 day election window closes



11

Sexual Assault Info

- **SB 66 (PA 57 of 2023)**
- Dist must disseminate to all students in grades 6-12:
 - [MDE Sexual Harassment & Sexual Assault Information Guide](#)
 - Dist Title IX coordinator contact info (name, email, phone, address)
 - Dist policies on sexual assault, sexual harassment
- Info must be accessible to students & parents/guardians, be included in student handbooks & similar publications, and be available on the dist website
- PD on sexual assault & sexual harassment response encouraged (but not required) at least every five years for all educators and school personnel who have contact with students.
- See [MDE Memo #2024 - 052 Sexual Harassment and Sexual Assault Information for Students](#) for more info.

12

Appropriate Placement

- Beginning in 2024-25
- Loss of FTE for students being taught by inappropriately placed teachers.
- Appropriately placed = endorsed (or permitted) in BOTH grade & subject
- Double check with your pupil accounting auditor:
 - Virtual courses
 - Credit recovery courses
 - Integrated science & social studies courses

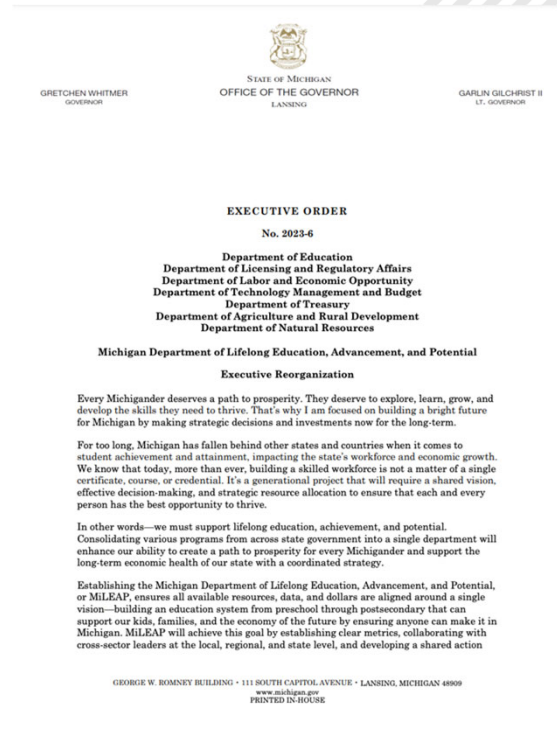


13

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

[MASSP Article: The More You Know: 2023 In Review](#)



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HOW TO GIRD UP YOUR LOINS

1: THE TUNIC wouldn't allow you to do heavy labor or fight in battle, necessitating the "girding" of one's loins.

2: FIRST, hoist the tunic up so that all the fabric is above your knees. This will give you mobility.

3: GATHER all the extra material in front of you, so that the back of the tunic is snug against your backside.

4: ONCE the excess fabric is gathered in front, pull it underneath and between your legs to your rear. This feels much like a diaper.

5: GATHER half of the material in each hand, bringing it back around to the front.

6: FINALLY, tie your two handfuls of material together, and you're all set for both battle and some hard labor. Go forth, be ye men, and gird up your loins!

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Coming Soon-ish

Gird up your loins!

#beprepared

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ORS Lawsuit & Admin MPSERS

- **Supreme Court ruling:**
 - The NIL is still out
 - Compensation must be in a salary schedule to count toward retirement
 - All contracts (not just CBAs) should have a salary schedule
 - Definition of what a salary schedule is
- **What's unsaid:**
 - How to build salary schedules for individual administrators
 - How to handle retroactivity



Michigan Public School Employees' Retirement System (MPSERS)

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Cardiac Emergency

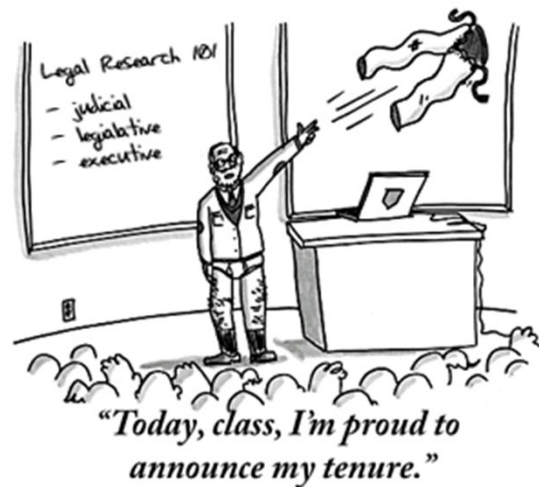
- PA 36-37 of 2024 (HB 5527-28)
- Expands MI's existing cardiac emergency response law
- Requires additional...
 - Training
 - AEDs
 - Cardiac response drills
- Fast tracked through Legislature so it could be signed at NFL draft
- Beginning in 2025-26



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Tenure Redux Redux

- SB 744
- Fixes drafting errors created during evaluation reform
- Shortens the probationary period for some effective teachers
- Prevents teachers from earning tenure in a year they are rated less than effective
- Will become law, but may lack immediate effect



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Growing MI Council

- **Executive Order 2023-4**
- **Governor's council on stemming population decline**
- **Council recs incl:**
 - Michigan Education Guarantee
 - Reimagine school day structure
 - Restructure PK-20 funding (recs reminiscent of SFRC, but not the same)

[MASSP Article: Population Council Releases Final Report](#)

GROWING
MICHIGAN
TOGETHER

Growing Michigan Together Council Report

December 14, 2023



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3 things that I LEARNED....

2 things I want to further EXPLORE...

1 QUESTION I still have...

20



24-25 Budget

Welcome to the goat rodeo!

#whatacluster

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Possible \$\$\$ Sources

- Ongoing SAF Revenue
 - Increasing tax revenue
 - Decreasing pupil count
- One-Time Revenue
 - Carry forward funding
 - ESSER funding
- Set-Aside Funds
 - Transportation Fund
 - School Meals Fund
- State GF Transfers
- **MPSERS OPEB Savings** ←



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The \$670M Question

- **Executive Budget Rec:**
 - Repurposing \$670M from MPSERS OPEB spending
 - No change to employee 3% retiree HC contribution
 - No change to MPSERS rate
 - Moving large sums out of K-12 education entirely



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The Coalition

- **HB 5803 and SB 911**
- **Every major education association**
- **Both major teachers unions**
- **Universal message:**
 - Lower the MPSERS rate by 7% permanently
 - Eliminate the employee 3% contribution
 - Stop stealing School Aid



June 11, 2024

Members of the Michigan House
Lansing
VIA Electronic Mail

Dear Representative,

As you know, the state has determined that public schools and their employees are overpaying the MPSERS OPEB fund by \$670 million. Our public school employee retiree health care system is overfunded by 40%. Right now, we have a historic opportunity to fully fund MPSERS and bring substantial cost savings to our public school districts in the FY 24-25 School Aid Fund budget.

We write to you today urging your support on our proposal to reduce public school's MPSERS contribution rate by 7% and eliminate the 3% health care contribution requirement for school employees. Additionally, we urge you to support keeping the entirety of these savings in K-12 public education, instead of diverting these MPSERS OPEB savings elsewhere. We respectfully ask that any discussion of programs that would reduce overall revenue to schools be tabled until an agreement on this important issue is reached.

Reducing the MPSERS payroll rate from 20.96% to 13.96% would not only ensure continued full funding of teacher retirement benefits, but also bring about substantial cost savings for Michigan's public school districts – approximately \$450 to \$600 per student annually. Additionally, eliminating the 3% mandatory health care contribution being made by many public school employees would have an immediate positive impact for educators across the state.

For too long, it's been a one-way street with the School Aid Fund being used to supplement the General Fund. Since 2012, nearly \$11 billion in School Aid dollars have been diverted from our local schools to pay for priorities that are not at all related to K-12 education. Currently, about \$1.2 billion of School Aid Funds are going to costs that should be paid for by the General Fund – equating to nearly \$925 per pupil.

Unfortunately, the potential for this to continue is alarmingly high, as it's been reported that bills to extend the SOAR fund will soon be up for a vote. This extension, according to an independent fiscal agency analysis, will come with an annual price tag of \$600 million – a strikingly similar amount to the current MPSERS overpayment. Reenacting SOAR would be the continuation of failed economic policy straight from the Engler and Snyder playbook. While the new package contains some important reforms, it does not change the overall structure, diverting money from public classrooms to businesses.

Fortunately, the Governor's Growing Michigan Together Council (GMTC) charted a new, citizen centered path, for economic development in sharp contrast to SOAR. The report was notable for centering

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MPSERS Deal

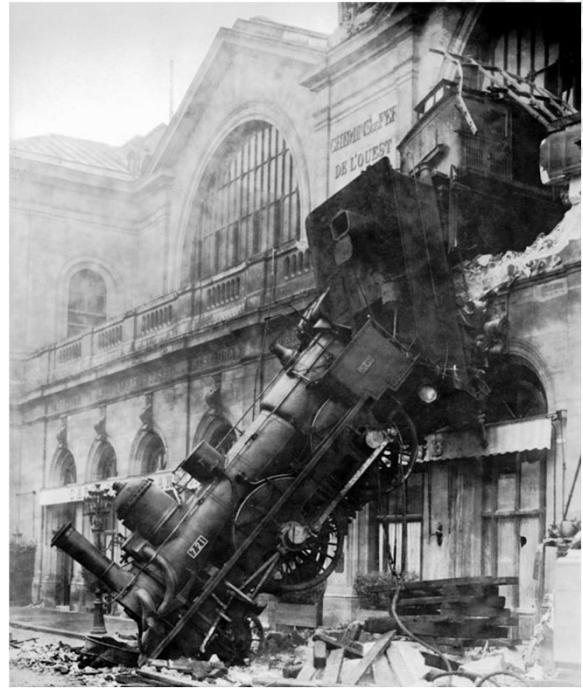
- Deal-tails:
 - MPSERS rate reduction by 5.75%
 - Eliminate employee 3% contributions to retiree health care
 - Require districts to pick up 3% IF an actuarial analysis says the system is underfunded
- MASSP supports



25

24-25 Budget

- Flat Foundation (\$9,608/pupil)
- \$598M for one-time 5.75% MPSERS rate reduction (variable impact, avg. \$400/pupil)
- \$182M for 3% retiree health care reimbursement to employees
- PSAs get one-time payment equal to 3.9% of foundation (\$375/pupil)
- Mental Health & School Safety money reduced from \$300M to \$25M and limits uses



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Other Highlights

- **At Risk: 6.1% increase (\$M), plus some limited flexibility increase (not applicable for secondary)**
- **ELL: 25% increase (\$10.4M) and new minimum ELL instruction req**
- **Rural & Isolated: 6.1% increase (\$706K)**
- **\$200M Universal Free Meals**
- **\$125M Transportation Fund**
- **\$71M Declining Enrollment**
- **Dists now have until 2025 to expend MI Kids Back on Track \$**



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Other Budget Items

- **\$75M Before and After School Programs**
- **\$50M: Educator mentoring (teachers, counselors, admins)**
- **\$50M: student teacher stipend (\$9,600/sem.)**
- **\$25M: MI Future Educator Fellowship (\$10K/yr)**



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Scope of Public Ed

- Expanded free pre-K for 4-year olds thru GSRP expansion
 - 5,000 more slots
 - 6% more per slot
 - Funds for transportation
 - Income threshold increased to 400% of poverty
- Universal free Community College thru MI Achievement scholarship
 - Pay full in-district tuition for any CC
 - No income limit on eligibility



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Supplemental?

- Lots of talk, no solid proposal
- Rumors:
 - Small foundation increase
 - Partial restoration of mental health and safety money



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M.I.P.'s

Most Important Points in relation to content &/or process...

Some things I found important...

Some key ideas were...

A summary might be...



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The Politics

And the politicians that love them

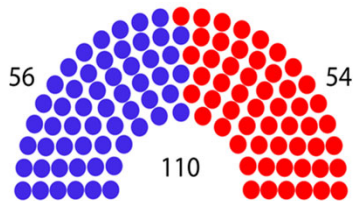
#nextonMaury

32

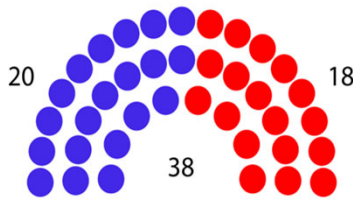
Looking Ahead

Legislature

House



Senate



Executive



Gov.
Whitmer (D)

Lt. Gov.
Gilchrist (D)



33

Looking Ahead

- **Fall Session**
 - Few session days expected
 - Nothing controversial
- **Lame Duck:**
 - Choose your own adventure!
 - Outcomes could vary wildly depending on the outcome of the election.
- **2025-26 TBD**



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On Our Radar

That's no moon!

#incoming

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What's On The Radar?

- CS Course Requirement
- School Safety Package
- Safe Storage Notification
- Vaping Regulation
- MMC Course Title Elimination
- Intimate Deep Fakes
- Dyslexia Screening & Instruction
- Mandatory Kindergarten
- FAFSA Graduation Requirement
- Charter Transparency
- Charter Regulation
- Stop the Bleed Curriculum
- Gift of Life Curriculum
- Seizure Awareness Training
- SCA Coach Training
- Pension Restoration
- 80/20, Hard Cap Reform
- Sex Education Law Rewrite

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CS Class Requirement

- **HB 5649**
- **Would require districts to offer students IN PERSON instruction in computer science**
- **Would allow virtual class if in person instruction found "not feasible"**
- **New reporting requirement: student participation in CS disaggregated by subgroup**
- **Passed House, awaiting Senate hearing**

```
function start()
{
    var today = new Date();
    var h = today.getHours();
    var m = today.getMinutes();
    var s = today.getSeconds();
    m = correctTime(m);
    s = correctTime(s);
    document.getElementById("clock").innerHTML += h + ":" + m + ":" + s + "  
";
    //calling the function again
    var t = setTimeout(start, 1000);
}
//adding the zero if needed
function correctTime(i)
{
    if(i < 10)
    {
        return "0" + i;
    }
    else
    {
        return i;
    }
}
```

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House School Safety Bills

- **HB 4089, 4092, 4095-96, 5549**
 - **School safety commission**
 - **OK2SAY info on school IDs**
 - **Common terminology**
 - **Behavioral threat assessment teams**
- **HB 5450-51**
 - **MDHHS must develop info & materials for parents on on safe storage laws**
 - **Schools must share info with parents annually**



MICHIGAN HOUSE OF REPRESENTATIVES

March 24th, 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.

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Work Permits to LEO

- **HB 5594**
- **Shift responsibility for issuing work permits from local districts to LEO**
- **Amend work hour limits for 14-15 year olds to align with federal law (not dependent on school hours)**
- **Retain process for school to rescind work permit for student absence problems**



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Vaping Regulation

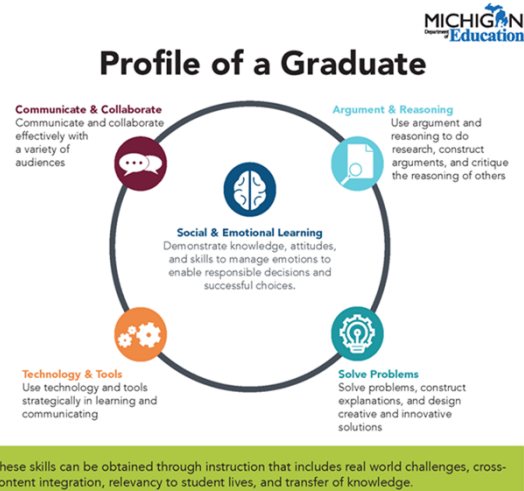
- **SB 651-654**
- **End sale of flavored tobacco**
- **Require tobacco retailers be licensed**
- **Decoy checks w/ fines or suspend/revoke license**
- **Repeal the criminal penalties for minors**
- **Repeal local preemption**
- **Increase price of tobacco through taxation**



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MMC Course Reframing

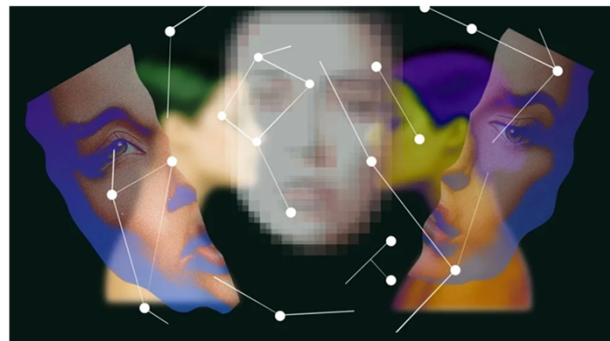
- **HB 5735**
- **Would eliminate course names from the MMC law**
- **All subjects would resemble current ELA requirements (X credits aligned to state standards)**
- **Credit requirements unchanged**
- **Some exceptions (e.g. ½ cr of civics) still apply**



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Intimate Deep Fakes

- **HB 5569-70**
- **Create a new felony for creating and disseminating intimate deep fakes without consent**
- **Create a civil cause of action for same**
- **Ensures schools, libraries, etc. are indemnified against liability if their networks, computers are implicated**



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Dyslexia

- **SB 567-68, HB 5098**
- **Adds dyslexia to 3rd grade reading law/process incl.**
 - Screening
 - Intervention plan
- **MDE to develop materials, provide assistance, approve tools**
- **Unis must add dyslexia to teacher prep**
- **Creates advisory committee**
- **In House Ed**



43

Mandatory Kindergarten

- **SB 285**
- **Make school attendance mandatory for 5 year olds**
- **Beginning in 2025-26**
- **Require all schools that offer first grade to offer kindergarten**
- **Passed committee and moving on the Senate floor**
- **House hearing before summer is possible**



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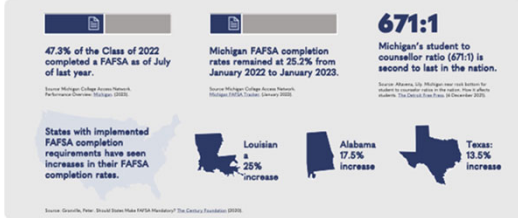
FAFSA Grad Requirement

- **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.



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.

Charter Transparency

- **HB 5269**
 - **Require posting of average salary info for new teachers, veteran teachers, support staff**
- **HB 5231-34**
 - **Require PSAs to post name of authorizer & EMO on all signage, advertising & promotional materials**
- **Passed House committee, long way to go**



Organ Donation

- **HB 5174**
- Requirement to teach about organ donation
- Specific to 9th grade
- Must be at least 1 hour
- Must use Gift of Life lesson or similar material



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SCA Coach Training

- **HB 5291**
- Require coaches to be trained on SCA risks, symptoms
- Require athletes removed from play if showing SCA symptoms (may not return to play until cleared by physician)
- Applies to all youth athletics (school-based and club)
- Carve out for MHSAA sports



48

Stop the Bleed

- **HB 5741**
- **Embed "Stop the Bleed" instruction into health standards**
- **Require review of basic first aid kit components including tourniquet**
- **Encourage, but not require, hands on instruction**



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Seizure Safe Schools

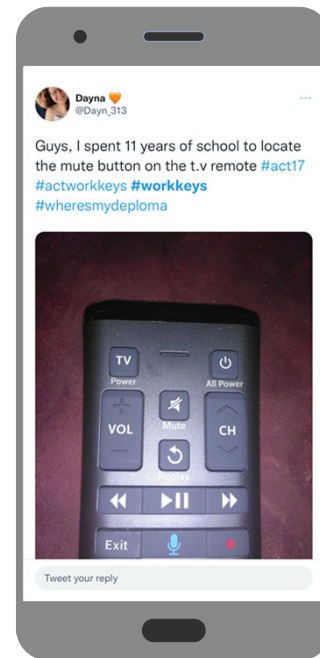
- **HB 5329**
- **Require "all school personnel" to receive training on seizure awareness, seizure first aid**
- **Require dedicated seizure response team to be trained on medication administration**
- **Require seizure response plans for all students with known seizure conditions**



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WorkKeys Repeal

- **BILL ON HOLD**
- Trade unions holding Dems back
- Last year's bills (HB 4037-38):
 - Scrap req for dists to administer WorkKeys
 - Reallocate savings to test fees for credentialing tests



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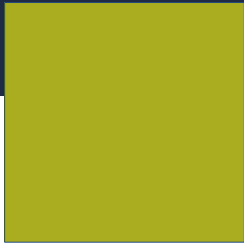
Lame Duck Cornucopia

- Pension restoration
- 80/20 hard cap reform
- Sex education law rewrite/update
- Sales tax on services
- ??????????



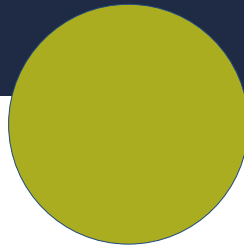
52

SHAPE REFLECTION



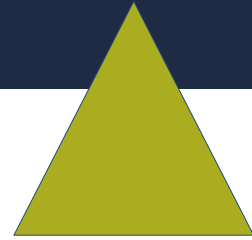
SQUARES

Some things that square with my understanding are...



CIRCLES

Some things that are circling in my mind are...



TRIANGLES

3 points I want to remember or think more about are...

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Questions?

Thank You!

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

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