



Today's Slide Deck



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ADVANCING LEARNING THROUGH EDUCATIONAL LEADERSHIP

**Thank
You For
Having
Me
Today!**



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ADVANCING LEARNING THROUGH EDUCATIONAL LEADERSHIP



LEGISLATIVE UPDATE



2024 in 2 Min

There will be a quiz.

#cramming

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**



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



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



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



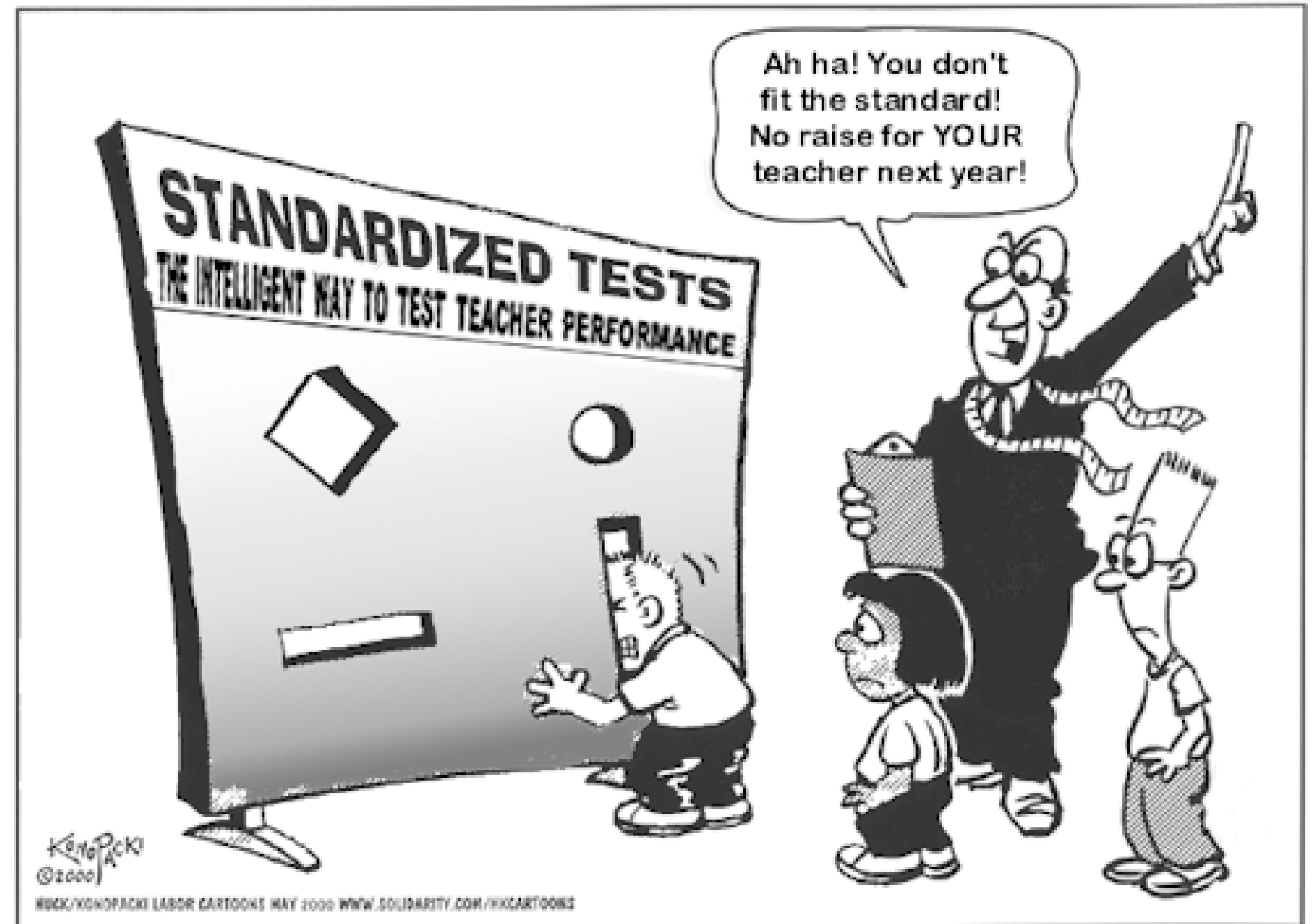
A-F School Grades

- **HB 4166 (PA 34 of 2023)**
- **Repeal the state's A-F school accountability system**
- **School Index System, Parent Dashboard remain**
- **Good change, small impact**
 - **Federal school accountability never tied to letter grade system**
 - **Primarily eliminates duplicative law and system**

Final ACADEMIC MARKS						
1st Qtr	2nd Qtr	1st Sem	3rd Qtr	4th Qtr	Fnl Exm	Fnl Mrk
A	A		B+	B		B+
B+	C+		C+	C		C+
B+	B+		B+	B		B+
B	D+		C	C+		C+
B+	C			C+		C+
B+	C		B+	B		B+

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



MPSERS: DB v. DC

- **HB 5021**
- **Make the MPSERS pension option the default selection for new employees**
- **Currently, new employees default into defined contribution**
- **58% of new employees don't make a selection**
- **Expected to pass**





Budget

2024-25 Edition

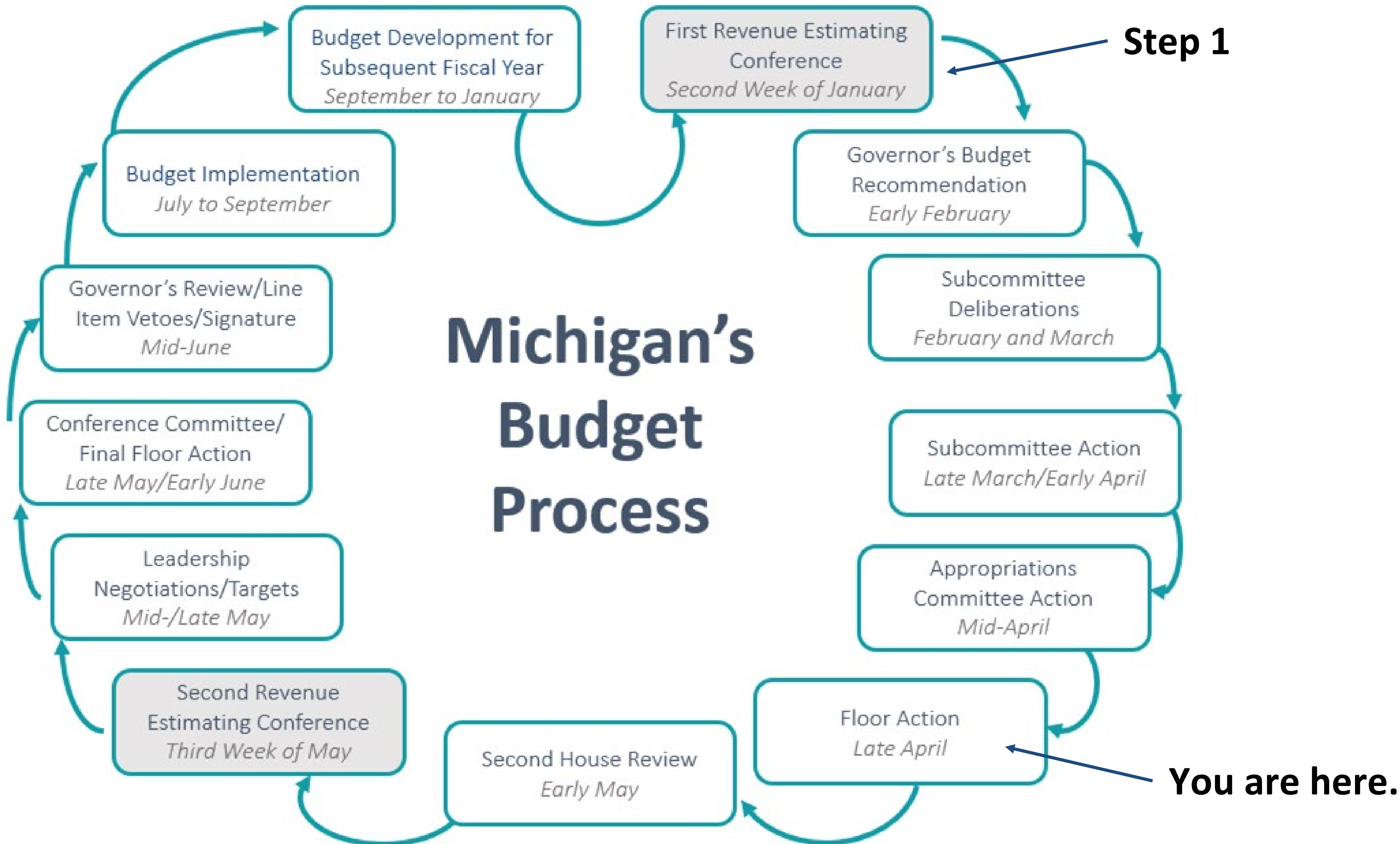
#eyesontheprize

2024-25 Budget Process

- **Jan 12: Jan CREC**
- **Jan 24: State of the State**
- **Feb 7 (?): Exec Budget**
- **May 16 (?): May CREC**
- **June ??: Final Budget**



Michigan's Budget Process



CREC Numbers

Conference Revenue Estimating Conference

- **\$1.1B in additional revenue**
 - \$433.5M ongoing (≈2.1%)
 - \$678.2M one-time
- **-5,800 pupils**
 - -6,500 traditional publics
 - +700 charters
- **Other numbers:**
 - \$940.7M: SAF diverted to higher ed and CCs
 - \$1.8B: GF balance
 - **\$670M OPEB Savings**

[MASSP Article: State Revenues Up Slightly, Growth More Subdued Than Recent Years](#)

Table 5
FY 2022-23, 2023-24, AND 2024-25
SCHOOL AID FUND (SAF)
REVENUE, EXPENDITURES AND YEAR-END BALANCE ESTIMATES
(millions of dollars)

	Year-to-Date FY 2022-23	Year-to-Date FY 2023-24	Baseline FY 2024-25
Revenue:			
Beginning Balance	\$4,622.5	\$2,153.5	\$525.3
Ongoing Revenue:			
Consensus Revenue Estimate (May 2023)	\$17,741.6	\$17,888.1	\$18,265.9
SFA Forecast Revenue Change (January 2024)	117.8	58.8	41.1
SFA Forecast Revenue Estimate (January 2024)	\$17,859.4	\$17,946.9	\$18,307.0
SFA Adjustments: Remove temporary revenue gains from baseline (Jan 2024)	(102.6)	(9.7)	0.0
Adjusted CREC Forecast Ongoing Revenue Estimate (Jan 2024).....	\$17,756.8	\$17,937.2	\$18,307.0
Other Revenue Adjustments:			
General Fund/General Purpose (GF/GP) Grant	\$48.6	\$49.8	\$49.8
Community District Education Trust Fund	72.0	72.0	41.0
Federal Ongoing Aid	2,199.0	2,204.8	2,200.8
Subtotal Ongoing Revenue	\$20,076.4	\$20,263.7	\$20,598.6
Non-Ongoing Revenue:			
Federal Stimulus	\$414.2	\$0.0	\$0.0
Additional Federal Funds	27.9	0.0	0.0
Income tax reduction (ie, trigger)	102.6	9.7	0.0
Restricted Funds (MPERS, Infrastr, Others)	165.8	737.8	84.1
Revenue Deposits - Infrastructure/MPERS	(425.0)	0.0	0.0
School Aid Stabilization Fund Interest	168.0	0.0	0.0
Additional One-Time GF	75.6	38.2	0.0
GF/GP for DPSCD Add'l Cost Exceeding CDTF \$72m/yr	22.4	32.8	68.8
Subtotal Non-Ongoing Revenue	\$551.5	\$818.5	\$152.9
Total Estimated SAF Revenue Including Beginning Balance	\$25,250.4	\$23,235.7	\$21,276.8
Total Estimated SAF Revenue Excluding Beginning Balance.....	\$20,627.9	\$21,082.2	\$20,751.5
Expenditures:			
Ongoing Appropriations:			
Initial Ongoing K-12 Appropriations	\$15,457.2	\$16,934.8	\$16,993.0
School Aid Federal Funds	2,274.2	2,204.8	2,200.8
State Funds Cost Adjustments	0.0	57.8	31.0
Federal Funds Cost Adjustments	27.9	0.0	0.0
Fund Community Colleges with School Aid Fund	448.6	496.2	488.9
Partially Fund Higher Education with School Aid Fund	347.9	452.3	451.8
Subtotal Ongoing Appropriations	\$18,555.8	\$20,145.8	\$20,165.1
One-Time and Other Appropriations:			
Initial One-Time Appropriations (K12, CC, HE)	\$2,152.5	\$2,442.5	\$0.0
Fund deposits (MPERS, Consolidation, Teacher Recruitment)	1,959.0	0.0	0.0
Supplementals	581.5	122.1	0.0
Lapses (1/11/24 estimate)	(152.0)	0.0	0.0
Subtotal One-Time and Other Appropriations	\$4,541.0	\$2,564.6	\$0.0
Total Estimated School Aid Fund Expenditures	\$23,096.9	\$22,710.4	\$20,165.1
PROJECTED YEAR-END SAF BALANCE (Total)	\$2,153.5	\$525.3	\$1,111.7
PROJECTED YEAR-END SAF BALANCE (Ongoing)	\$1,520.6	\$117.9	\$433.5
PROJECTED YEAR-END SAF BALANCE (One-Time)	\$632.9	\$407.4	\$678.2

FY 25 Possible Sources of New Funding



New Tax Revenue

\$433.5M



One Time Funding

\$678.2M



OPEB Savings

\$670M

The \$670M Question

- Gov's budget repurposes \$670M from MPERS debt spending
- No change to employee 3% retiree health care contribution
- Moves large sums out of K-12 education entirely

Alternatives:

- Lower the UAAL cap
- Eliminate 3% retiree health care contribution
- Restore school employee pension benefits
- Offset health care premium spike



Digression!

Once you go down the rabbit hole...

#mindthegap

Understanding

OPEB

April, 2024



Education Advocates
of West Michigan

OPEB Trust Fund

- OPEB - Other Post-Employment Benefits
- A fund to cover retiree health care, dental, and vision benefits
- This benefit is for qualified public education retirees
 - Must have been hired before September 4, 2012
 - Must have elected to maintain retiree health benefits and pay annual costs
 - This is a closed fund with no new members as of 2012
- The State of Michigan began “pre-funding” these benefits by creating the OPEB Trust Fund in 2012
- The Trust Fund receives contributions from employers and employees
 - Employers pay a “normal cost” of 1.25% of payroll costs for qualified employees
 - Employers pay an Unfunded Actuarial Accrued Liability payment of 7.06% of total payroll
 - Employees who elected this benefit pay 3.0% of their wage into the fund annually

OPEB Trust Fund

- In 2012, the Trust Fund began
- As of September 30, 2022, the Trust Fund has over \$12 billion in assets
 - This amount equates to 99.2% of the future costs of all retiree health care needs
 - This is a closed fund with a decreasing number of covered lives each year
 - Retirees switch over to Medicare at age 65 for health care benefits
- As of September 30, 2023, the Trust fund was 126% funded
- As of March of 2024, the Trust fund was 140% funded with over \$14 billion in assets

OPEB FY 2023 Details

Expense

FY 2023

\$671 million claims, insurance & fees

Revenue

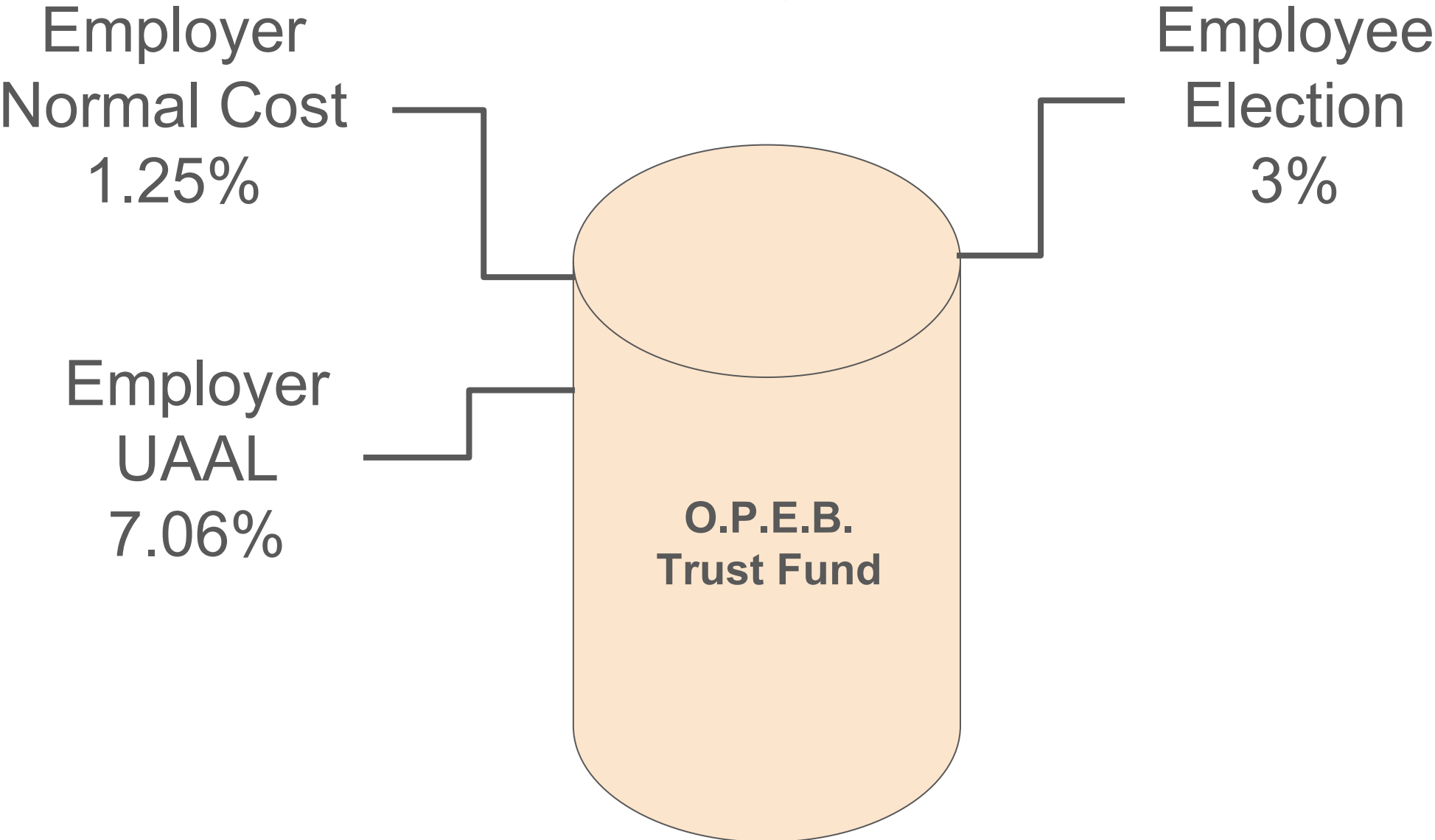
FY 2023

\$869 million - investment income

\$202 million - employee contributions

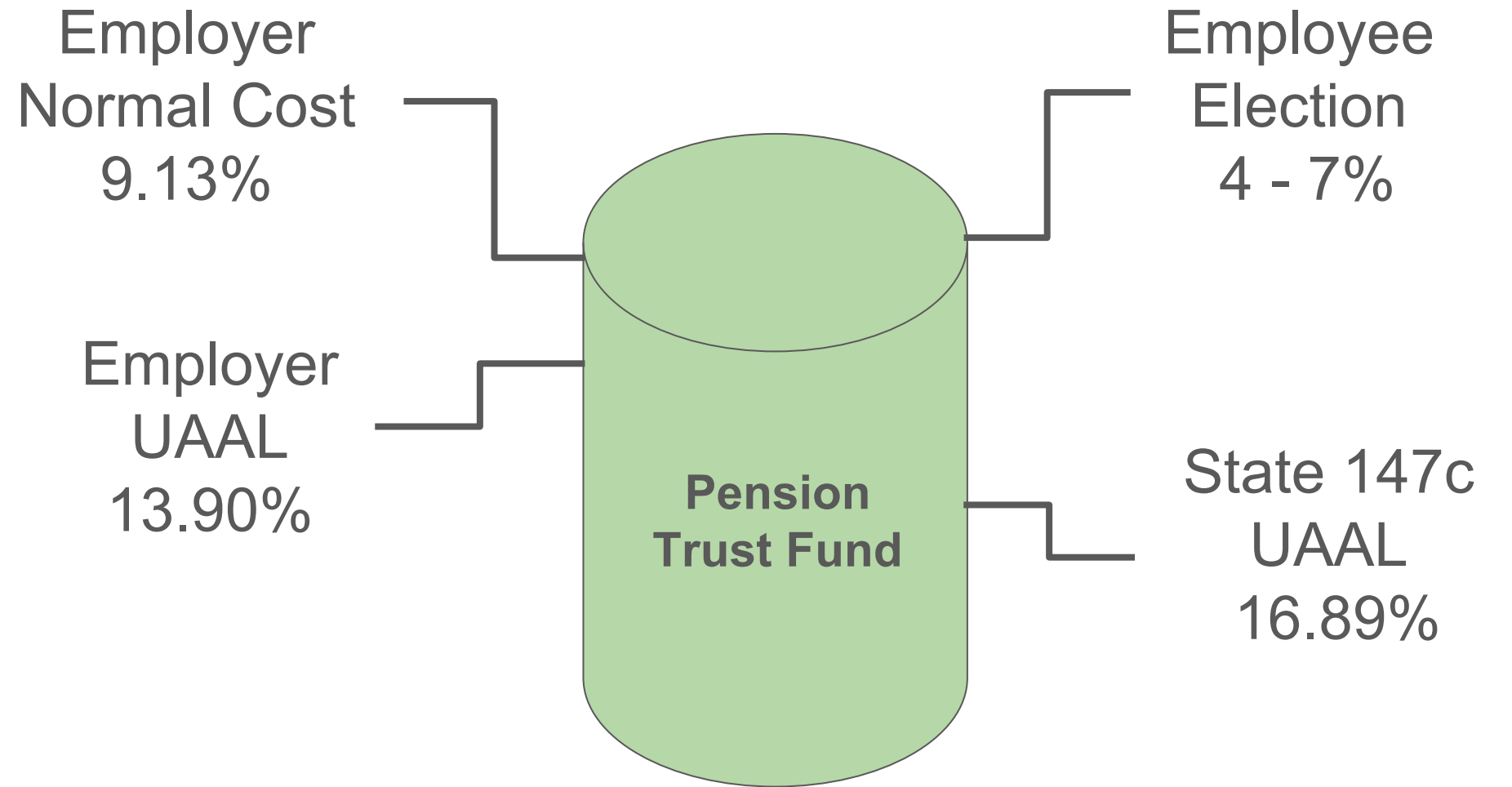
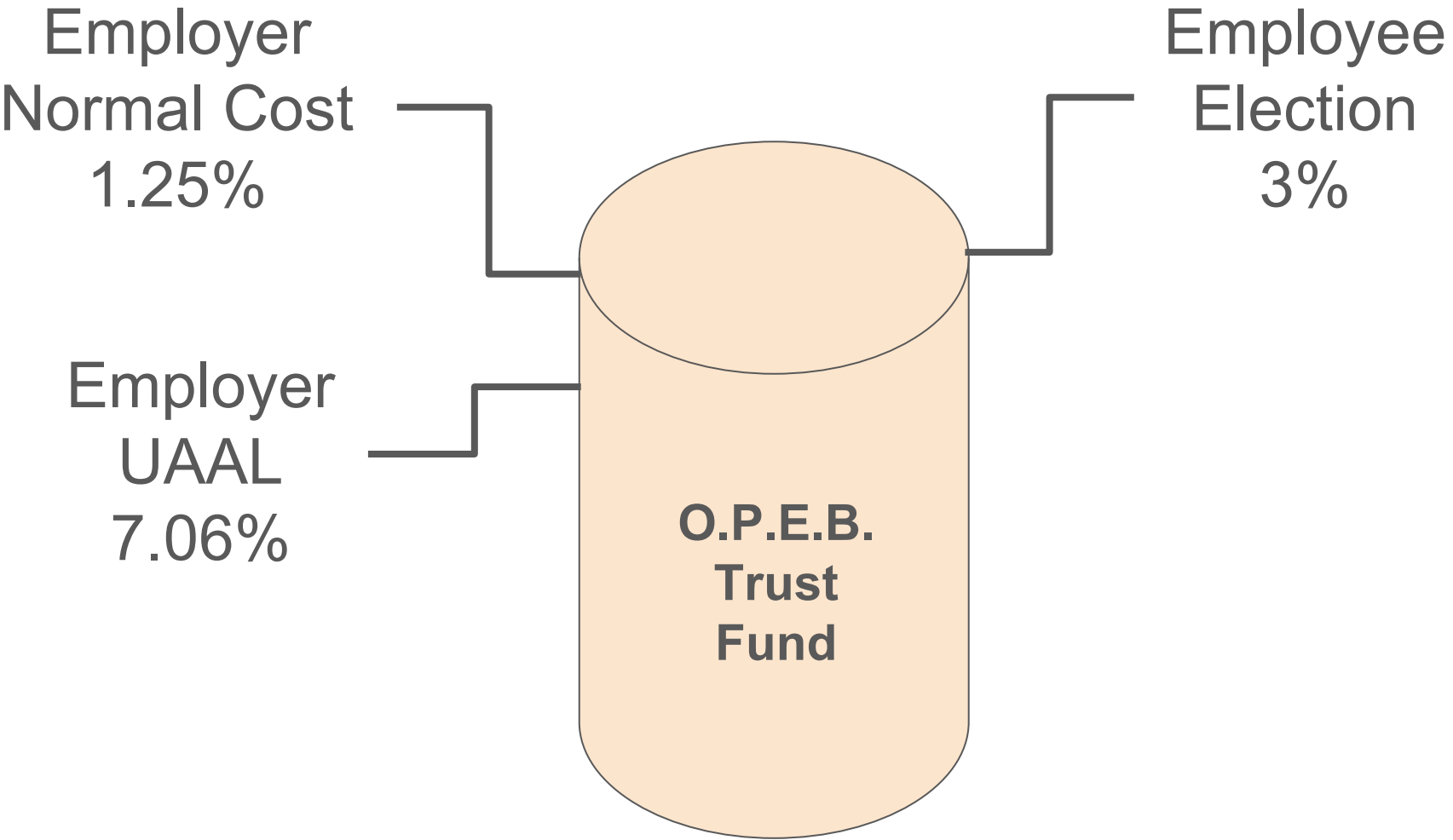
\$783 million - employer contributions

OPEB Trust Fund Contributions FY 2024



OPEB Trust Fund Contributions FY 2024

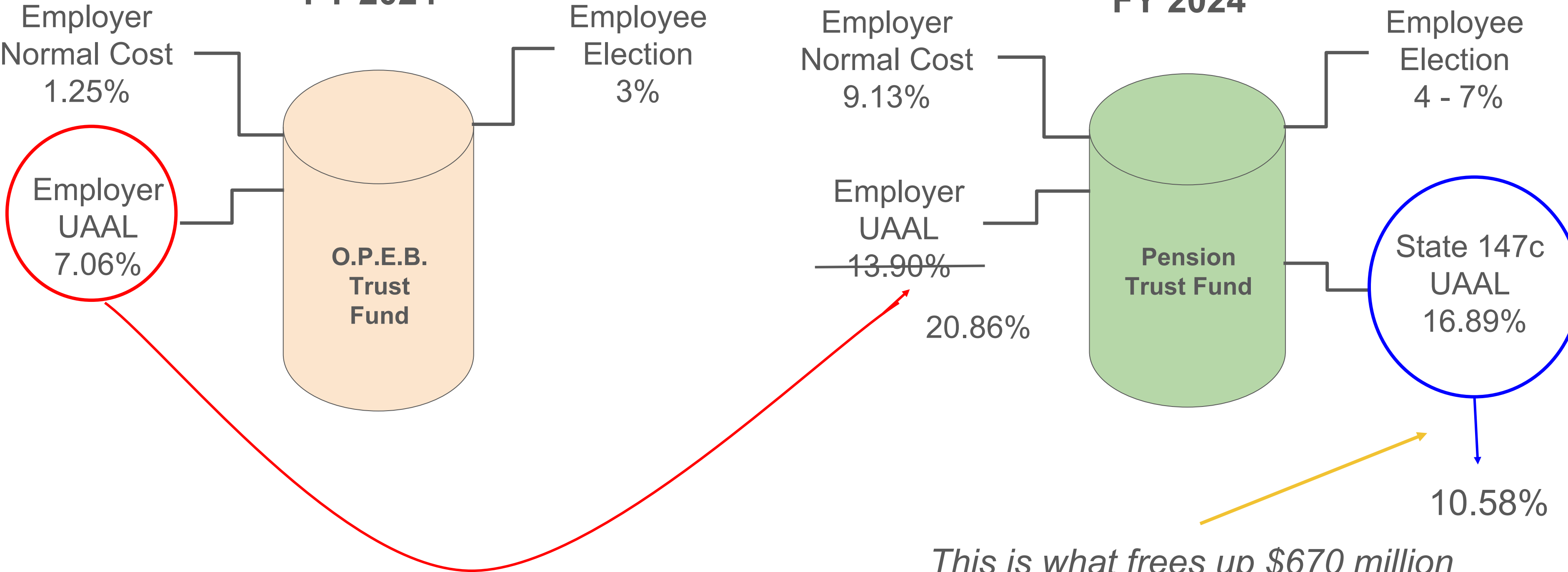
Pension Trust Fund Contributions FY 2024



Executive & Senate Budget Plan

OPEB Trust Fund Contributions FY 2024

Pension Trust Fund Contributions FY 2024



This is what frees up \$670 million



**NOW BACK TO OUR
REGULARLY SCHEDULED
PROGRAMMING**

Big Ticket Items

	<u>Governor</u>	<u>Senate</u>	<u>House</u>
<i>Foundation</i>	\$241/pupil (2.5%) increase to \$9,849.	\$302/pupil (3.1%) increase to \$9,910	\$217/pupil (2.25%) increase to \$9,910
<i>At Risk</i>	\$23.8M increase (2.5%) & \$90M competitive grant for concentrated poverty districts	\$123M increase (12.9%) and more flexibility for using money to retain mental health staff	\$70.1M increase (7.25%) and more flexibility for using money to retain instructional staff
<i>Special Ed</i>	\$12.5M increase (2.5%)	\$12.5M increase (2.5%)	\$11.3M increase (2.25%)
<i>ELL</i>	\$3M increase (7.5%)	\$39.8M increase (100%)	\$5M increase (12.25%)
<i>CTE</i>	\$4M increase (7.5%)	\$9.2M CUT (-19.2%)	Flat funding
<i>MPERS</i>	\$95M increase (95%)	N/A	\$290.8M incr. (291%)

Common Items

	<u>Governor</u>	<u>Senate</u>	<u>House</u>
<i>Mental Health/Safety Funding</i>	\$300M	\$150M	\$300M
<i>Before/After School Programs</i>	\$50M	\$25M	\$75M
<i>Educator Mentoring</i>	\$50M	\$50M	\$50M
<i>Grow-Your-Own</i>	\$50M	\$36.8	\$50M
<i>Student Teacher Stipend</i>	\$50M	\$50M	\$50M
<i>MI Future Educator Fellowship</i>	\$25M	\$25M	\$25M

Common Items

	<u>Governor</u>	<u>Senate</u>	<u>House</u>
<i>MI Kids Back on Track</i>	\$150M	\$50M	\$0 (extends current spending deadline)
<i>Universal Free Meals</i>	\$200M	\$200M	\$200M (plus \$50M into School Meals Reserve Fund)
<i>Transportation Fund</i>	\$125M	\$125M	\$125M (plus \$150M into School Transportation Fund)
<i>Declining Enrollment</i>	\$71M	\$71M	\$92.6M (plus \$100M into Enrollment Stabilization Fund)

New Scope of Public Ed?

- **Universal free pre-K for 4-year olds thru GSRP expansion**
 - More slots, more per slot
 - No income limitations
 - Expand private provider use
 - Funds for new programs
- **Universal free Community College thru MI Achievement scholarship expansion**
 - Pay full in-district tuition for any CC
 - No income limit on eligibility



Inappropriate Placement

- Beginning in 2024-25
- Loss of FTE for students being taught by an inappropriately placed teachers.
- Appropriately placed = endorsed (or permitted) in BOTH grade & subject
- LANGUAGE IN ALL 3 BUDGETS:
 - Strikes 50% salary penalty if dists lose FTE under this language (currently, the salary penalty is applied as a credit toward the FTE penalty).





Xtreme Flex

Bend it Like Beckham

#ouch

[MASSP Article: Reviewing MDE Permit & Placement Flexibilities & Options](#)

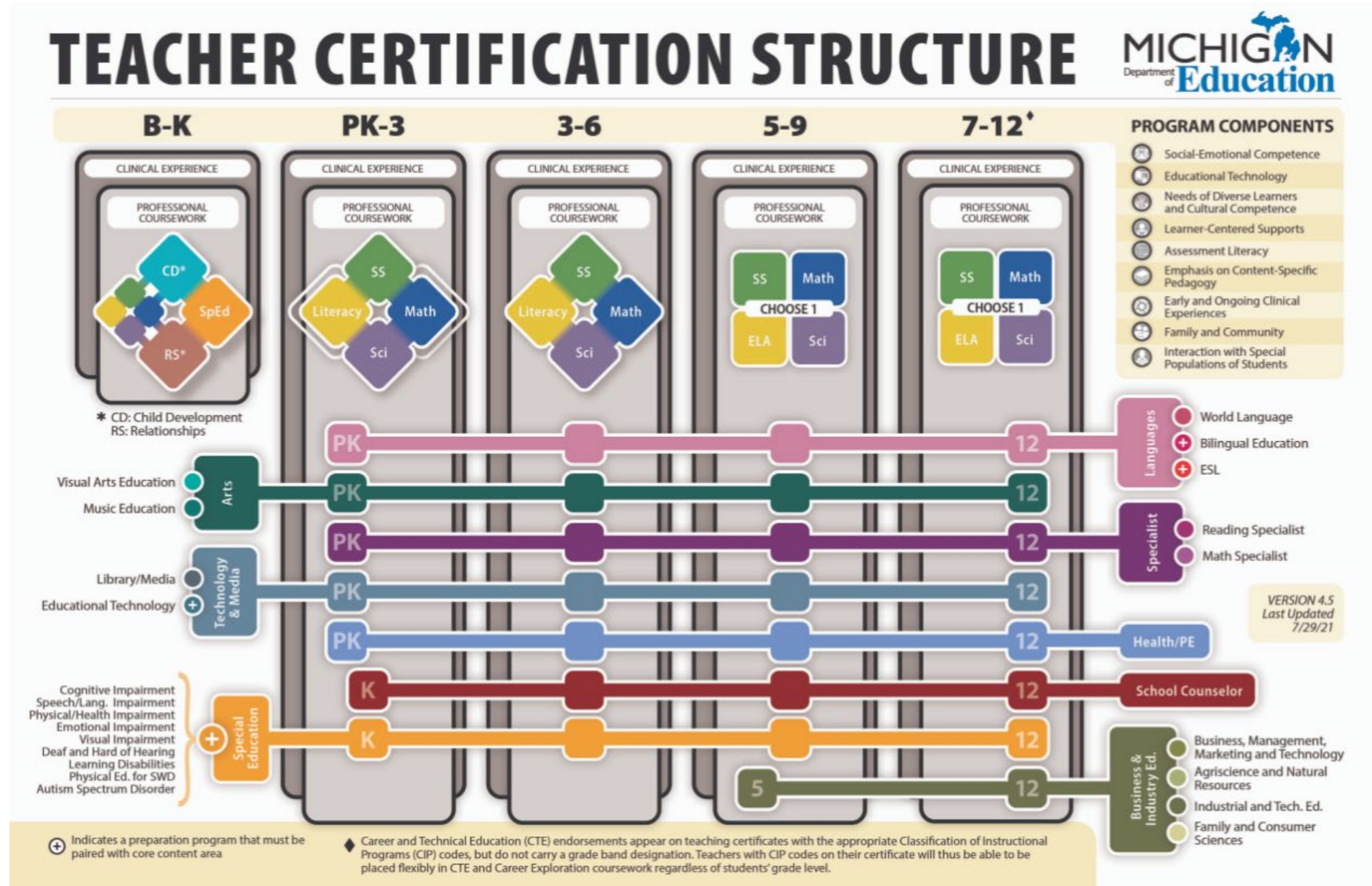
Permit/Placement Flex

- **3 MDE Memos, 4 Flexes**
 - **Oct 19** - Daily Permit
 - **Oct 26** - Full-Year
 - **Nov 2** - World Lang, ZG departmentalized



New Cert Structure

- New grade bands:
 - Elementary split
 - Secondary split
- Sec. 6(8) attaches FTE penalty to placement
- First cohort: Spring '23 (elementary grades)



Cert ≠ Placement

- New rules = nuances
- MDE allowing placement beyond what cert says
- Response to "staffing shortage"
- MDE to "periodically review and modify"



APPROPRIATE PLACEMENT

USING MICHIGAN'S RE-ENVISIONED STAFFING SYSTEM

In an effort to improve the quality of our educational system, Michigan has changed the way it prepares and certifies educators. Through deeper and more focused preparation, new teachers will be equipped to meet the unique learning needs of the whole child at each grade level.

At the same time, Michigan is experiencing a critical, wide-spread educator workforce shortage. The revised preparation and certification structure comprises only part of a comprehensive staffing system. With the addition of flexible and innovative options for placement and growth, Michigan can address both quality and quantity.



PK-12 APPROPRIATE PLACEMENT GUIDELINES

A certified teacher may always teach in the grade range and content area listed on their valid Michigan certificate. Endorsements on existing teaching certificates will not change. Teachers will retain those endorsements and schools will still be able to place them appropriately in the same manner as they have. More information can be found at: [Placement Guidance](#) and [Courses That Can Be Taught](#).

B-K	PK-3	3-6	5-9	7-12	PK-12
Early childhood & Kindergarten	All subjects self-contained* and/or Departmentalized (ELA, math, science, & social studies)	All subjects self-contained* and/or Departmentalized (ELA, math, science, & social studies)	Endorsed content area(s) (ELA, math, etc.)	Endorsed content area(s) (ELA, math, etc.)	Endorsed content area(s) (music, arts, PE, etc.)

Currently, due to the staffing shortage, teachers with these new endorsements may also teach outside the grade range and content area listed on their certificate, without a permit, as depicted in the chart below. MDE will periodically review and modify this flexible placement policy to address state workforce and student needs.

B-K	PK-3	3-6	5-9	7-12	PK-12
N/A	May also teach grades 3-6	May also teach grades K-3 (not Early Childhood)	All subjects self-contained*	All subjects self-contained* and/or Grade 6 endorsed content area(s)	N/A

*One teacher provides the majority of instruction to the same group of students within the grade range specified on their certificate.

FLEXIBILITY AND INNOVATION

Districts may also use permits, authorizations and approvals to support innovative recruitment, retention and professional growth efforts. These tools assist districts with both short-term fixes and long-term solutions to staffing challenges, while providing valuable data to inform our system and keep students safe. More information can be found at: [Permits and Placement Guidance](#).

Every Michigan educator must hold a valid Michigan certificate or permit BEFORE their first day of employment.

Certificates are valid for 5 years. Permits are valid for only 1 year.

MDE offers a multitude of permits and authorizations to expand flexibility and assist districts in covering needs, including daily, expert and other full-year options.



QUESTIONS?
CONTACT THE OFFICE OF EDUCATOR EXCELLENCE
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Cert ≠ Placement

As written

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Allowable Flexibility



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PERMIT ELIGIBILITY RECORD

Last Updated 09-24-18

Educator's Name

Beginning Academic Year

SYMBOL KEY

- REQUIRED IN ALL SITUATIONS
- REQUIRED IN SOME SITUATIONS:
 - C** CORE vs. **NC** NON-CORE

- Select desired permit type or renewal at right
- Check off requirements met below

	DAILY		EXPERT				FULL-YEAR SHORTAGE			FULL-YEAR BASIC				
		Extension		1st Renewal	2nd Renewal	3rd Renewal		1st Renewal	2nd Renewal	3rd Renewal		1st Renewal	2nd Renewal	3rd Renewal
DATE GRANTED:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
BACKGROUND AND FINGERPRINT	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
60 COLLEGE CREDITS	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
BUSINESS OR INDUSTRY LICENSE			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>								
BA OR HIGHER			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>								
MAJOR OR TEST EXPERTISE			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PROGRAM ENROLLMENT											<input type="checkbox"/>			
+6 CREDITS IN PROGRAM												<input type="checkbox"/>	<input type="checkbox"/>	
MENTOR ASSIGNED		<input type="checkbox"/>									<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
PROFESSIONAL CERTIFICATE OR HIGHER							<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
EFFECTIVE EVALUATION OR HIGHER				<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5 YEARS' WORK EXPERIENCE			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>								

3 All checked? Apply! But be careful for term and FTE limits!

TERM LIMIT

FTE LIMIT

90 calendar days 1.0

One academic year 0.5

One academic year 0.5

One academic year 1.0

Chart of Waiver Options for Recertification

WAIVER OPTIONS FOR RECERTIFICATION		Years of Teaching Experience		
		Fewer than 3 Years	3-5 Years	More than 5 Years
Date of Certificate Expiration	June 2019 or June 2020	<ul style="list-style-type: none"> District may apply to waive all* professional learning required for renewal. <p>Note: Mentoring and induction required by state law.</p>	District may apply to waive all* professional learning required for renewal.	District may apply to waive all* professional learning required for renewal.
	June 2012 – June 2018	<ul style="list-style-type: none"> Districts may employ educators under a full-year permit. <ul style="list-style-type: none"> Districts may renew the full-year permit for up-to three years until hours are earned for certificate renewal. District provides full pay and benefits through the collective bargaining agreement or contract; consideration given to payment of renewal fee. <p>Note: Mentoring and induction required by state law.</p>	<ul style="list-style-type: none"> Districts may employ educators under a full-year permit. <ul style="list-style-type: none"> After one year, districts can choose to apply for a waiver for all* additional professional learning, assuming at least an effective educator evaluation. District provides full pay and benefits through the collective bargaining agreement or contract; consideration given to payment of renewal fee. <p>Note: Mentoring strongly recommended.</p>	District may apply to waive all* professional learning required for renewal.
	June 2011 or earlier	<ul style="list-style-type: none"> Districts may employ educators under a full-year permit. <ul style="list-style-type: none"> Districts may renew the full-year permit for up-to three years until hours are earned for certificate renewal. District provides full pay and benefits through the collective bargaining agreement or contract; consideration given to payment of renewal fee. <p>Note: Mentoring and induction required by state law.</p>	<ul style="list-style-type: none"> Districts may employ educators under a full-year permit. <ul style="list-style-type: none"> Districts may renew the full-year permit for up-to three years until hours are earned for certificate renewal. District provides full pay and benefits through the collective bargaining agreement or contract; consideration given to payment of renewal fee. <p>Note: Mentoring strongly recommended.</p>	<ul style="list-style-type: none"> Districts may employ educators under a full-year permit. <ul style="list-style-type: none"> Districts may renew the full-year permit for up-to three years until hours are earned for certificate renewal. District provides full pay and benefits through the collective bargaining agreement or contract; consideration given to payment of renewal fee. <p>Note: Mentoring strongly recommended.</p>

**Professional learning required by Michigan Compiled Laws [MCL 380.1233\(6\)](#) for School Counselors cannot be waived. Educators with a school counselor credential (including teaching certificates with a school counselor (NT) endorsement) must fulfill the professional development requirements under [MCL 380.1233\(6\)](#) before any additional hours may be waived. All options require a waiver. Waiver tool and application: https://mde.qualtrics.com/jfe/form/SV_cu4MZpPmNm1KAT4*



BREAKING

NEWS



The Latest

...but maybe not greatest?

#newsat11

Goodbye Majority!

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ELECTIONS

State Rep. Lori Stone wins mayor race, becomes first woman to lead city

Anne Snabes
The Detroit News

Published 9:21 p.m. ET Nov. 7, 2023 | Updated 9:42 a.m. ET Nov. 8, 2023

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State Rep. Lori Stone will become Warren's first female city Human Resources Director George Dimas in a Tuesday's general election. Stone will succeed Fouts, who was barred from running again because of term limits. Three out of four incumbent council members seeking re-election faced opposition from Fouts and attacks from a shadowy network of former city of Warren employees. Four candidates for mayor were victorious on the seven-member council.



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Michigan Government

Michigan election results: Coleman, Stone win mayor bids; Dems lose House edge



State Reps. Kevin Coleman and Lori Stone, both Democrats, were elected mayors of Westland and Warren, respectively, on Tuesday. Their victories will at least temporarily cost Democrats their advantage in the House. (Courtesy photo)

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POLITICS > AMERICA VOTES

State Rep. Kevin Coleman wins mayor race in Westland

elects Michigan state Rep. Lori Stone as mayor



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State Rep. Kevin Coleman, left, and Westland interim mayor Mike Londeau.

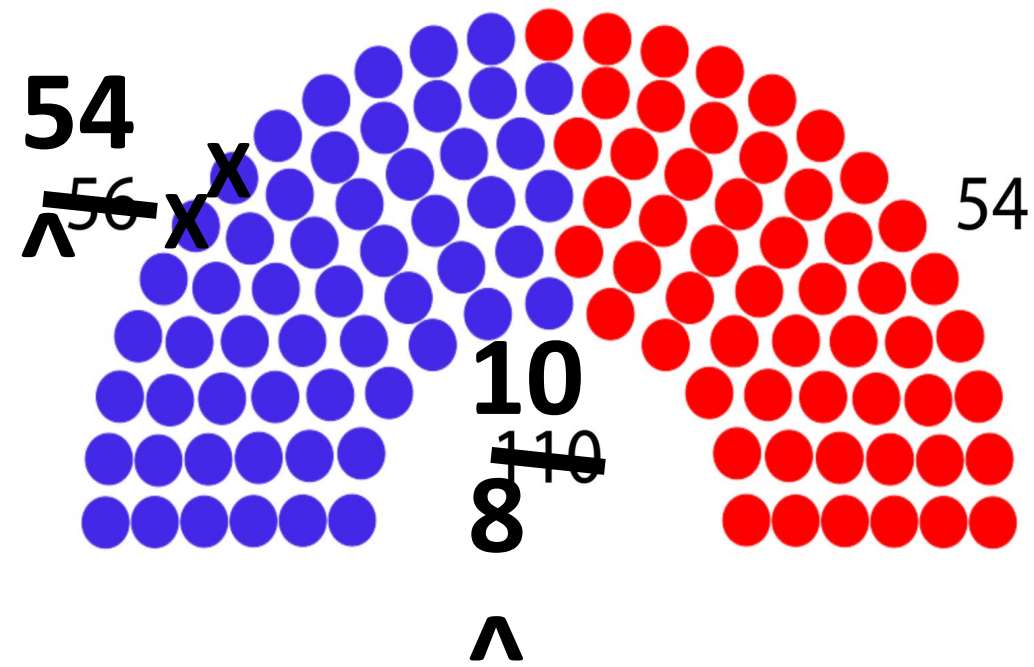
Last updated 6:28 AM, Nov 08, 2023

(WXYZ) — In Westland, Michigan, Kevin Coleman won the race for mayor Tuesday.

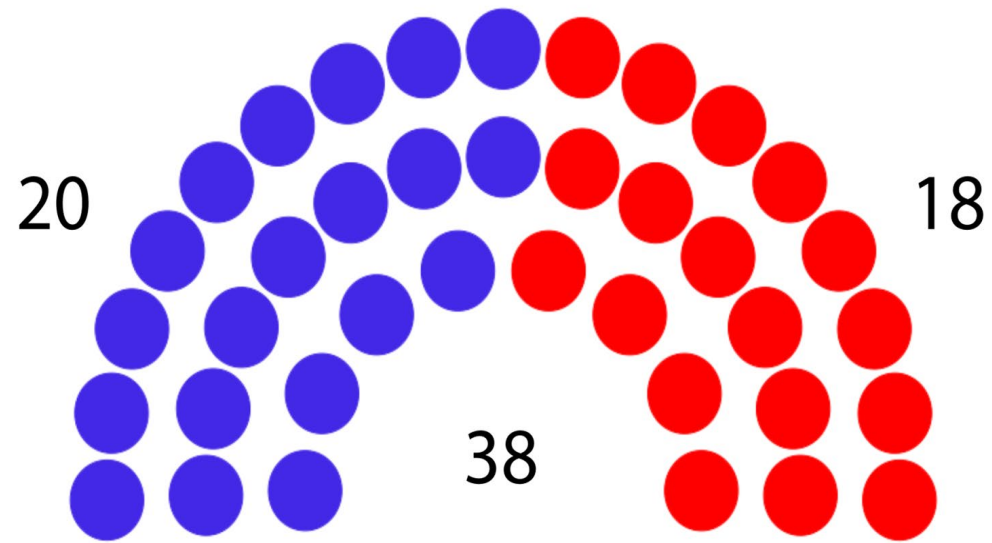
Courtesy photo reporting, Coleman will lead Westland after defeating Westland interim mayor Mike Londeau.

No Margin

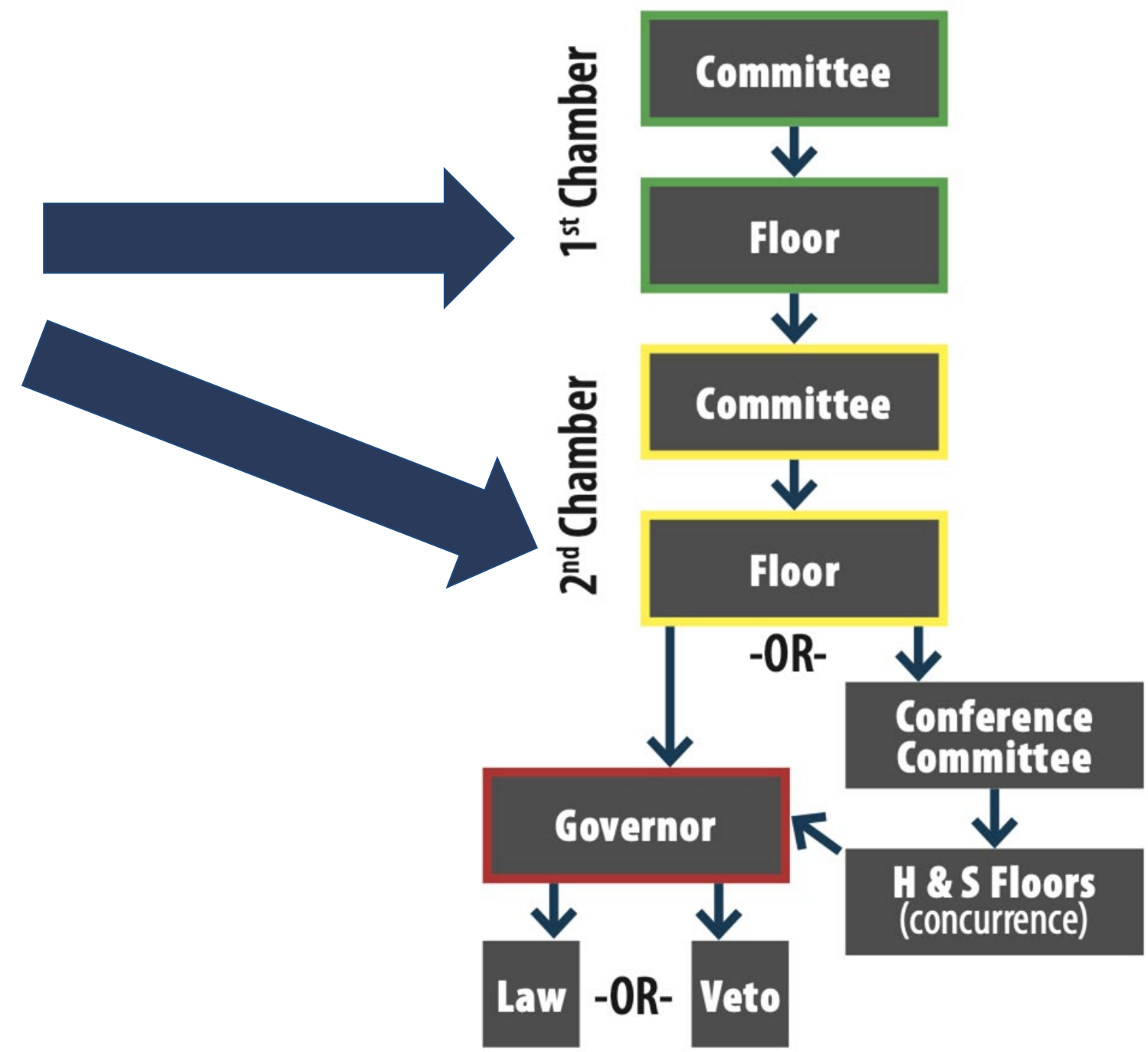
House



Senate



Policy



All Stopped Up?

- Neither chamber has passed much legislation this calendar year compared to last year
- None of the significant legislation has moved to the Governor's desk
- Dems back in control as of 4/30
- What will get done btw. now & the election?



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.

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**
- **Passed the Senate, awaiting action in the House**



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**

```
function start()
    var today = 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)
```

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**



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



Library Madness

- **SB 741-743**
- **Require a library staffed by a certified librarian in every school by SY 2025-26**
- **Mandate librarian ratios:**
 - **< 300 pupils: ≥ 1 half-time librarian**
 - **300-1,499 pupils: ≥ 1 full-time librarian**
 - **$\geq 1,500$ pupils: ≥ 2 full-time librarians**
- **Require school libraries to:**
 - **Participate interlibrary loan**
 - **Ensure access to pupils, teachers, and community members**



Praxis v. MTTC

- **SB 354**
- **Would require MDE to accept passing Praxis scores from out-of-state teachers**
- **Originally written to require MDE to throw out MTTC and adopt a national teacher cert test (i.e. Praxis)**
- **MDE, MASB, teacher prep programs oppose**
- **Senate hearing, no vote**



Cardiac Emergency Bills

- **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**





On Our Radar

That's no moon!

#incoming

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**
- **WORK IN PROGRESS**



FAFSA Grad Requirement

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



THE INSTITUTE FOR COLLEGE
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.



Source: Michigan College Access Network, Performance Overview: Michigan (2023).



Source: Michigan College Access Network, Michigan FAFSA Tracker (January 2023).

671:1

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

Source: Alvarez, Lily. Michigan near rock bottom for student to counsellor ratios in the nation. How it affects students. The Detroit Free Press. 16 December 2020.

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



Source: Granville, Peter. Should States Make FAFSA Mandatory? The Century Foundation (2020).

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.

New Directions

- **Looking to IN Law**
 - **Blanket waiver**
 - **Date certain cut off**
 - **Specific contact requirements**
- **Phased in w/ financial Literacy grad req**
- **Verbal waiver allowed**
- **Reduce or (preferably) eliminate reporting reqs**



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**



ORGAN AND TISSUE DONATION

ORS Lawsuit & Admin MPSERS

- Oral arguments in *Batista v. ORS* appeal to Supreme Court were April 16
 - Decision timeline unknown
 - Outcome TBD
- Recap of where we are:
 - MASA leave to appeal granted
 - MASA request for stay denied
 - MASSP, MEMSPA, MAISA, MSBO, Michigan Alliance for Student Opportunity, MAASE coalition filed amicus brief



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**Michigan Public School
Employees' Retirement
System (MPSERS)**



Questions?

Thank You!

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