



STATE OF MICHIGAN
DEPARTMENT OF TREASURY
LANSING

GRETCHER WHITMER
GOVERNOR

RACHAEL EUBANKS
STATE TREASURER

DETROIT FINANCIAL REVIEW COMMISSION

SCHOOL DISTRICT RESOLUTION 2019-31

APPROVING THE COMMUNITY DISTRICT DECEMBER OUT-OF-STATE TRAVEL REIMBURSEMENT REQUESTS

WHEREAS, Public Act 181 of 2014, the Michigan Financial Review Commission Act (the “Act”), allows for the creation of the Detroit Financial Review Commission (the “Commission”) within the Michigan Department of Treasury; and

WHEREAS, Section 6(1) of the Act empowers the Commission to provide oversight for the Detroit Public Schools Community District (the “Community District”) beginning on June 21, 2016; and

WHEREAS, Section 7(q) of the Act provides that during the period of oversight, the Commission approve all Community District reimbursements to school board members, officials, and employees for travel outside the state; and

WHEREAS, at the Commission meeting on December 16, 2019, the Community District presented out-of-state travel reimbursement requests, attached as **Exhibit A** to this Resolution, for the Commission’s review and approval.

NOW THEREFORE, be it resolved by the Detroit Financial Review Commission as follows:

1. That the Community District's December 16, 2019 out-of-state travel reimbursement requests, attached as **Exhibit A** to this Resolution but excluding any reimbursements a majority of Commission members present has agreed to exclude as noted in the minutes, are hereby approved.
2. That the minutes of the Detroit Financial Review Commission meeting at which this Resolution is adopted take notice of the adoption of this Resolution.
3. This Resolution shall have immediate effect.

Out-of-State Travel Requests

The following reimbursements (estimated cost) are being provided to the Board of Education for review and approval. These must also be provided to the FRC for review and approval pursuant to section 7(q) of the Michigan Financial Review Commission Act.

	Conference Name	Location of Trip	Dates of Conference	School / Department	Central Office	Student	Faculty/Chaperones	Total Participants	Funding Source	Total Est. Cost	Approved by:
1	University Hiring Fairs	OH, IL, IN, DC, TN, GA, MS	Jan 2020 – June 2020	Human Resources	2 per trip	0	0	2 per trip	Grant Funds	\$25,312	Finance Committee 11.22.2019 Academic Committee 11.25.2019 Board 12.10.2019 Anticipated Approval FRC 12.16.2019
2	LRP Special Education School Attorneys Conference	New Orleans, LA	Jan 14-17, 2020	Legal	1	0	0	1	General Funds	\$2,935	Finance Committee 11.22.2019 Academic Committee 11.25.2019 Board 12.10.2019 Anticipated Approval FRC 12.16.2019

Out-of-State Travel Requests

The following reimbursements (estimated cost) are being provided to the Board of Education for review and approval. These must also be provided to the FRC for review and approval pursuant to section 7(q) of the Michigan Financial Review Commission Act.

	Conference Name	Location of Trip	Dates of Conference	School / Department	Central Office	Student	Faculty/ Chaperones	Total Participants	Funding Source	Total Est. Cost	Approved by:
3	2019 Raytheon MATHCOUNTS National Competition	Orlando, FL	May 9-12, 2020	Curriculum & Instruction	0	50	20	70	Grant Funds	\$83,650	Finance Committee 11.22.2019 Academic Committee 11.25.2019 Board 12.10.2019 Anticipated Approval FRC 12.16.2019
4	Experiential Trip to France Experiential Trip to Spain	France Spain	April 2020 June 2020	Curriculum & Instruction	2 2	66 72	11 12	79 86 Total: 165	Grant Funds	\$500,000	Anticipated Approval Academic Committee 12.16.2019 FRC 12.16.2019 Finance Committee 12.20.2019 Board 1.14.2020



Agenda Item Details

Meeting	Dec 17, 2019 - Regular Board Meeting
Category	15. Consent Agenda (Administrative Items)
Subject	15.05 Approval of In-State and Out-of-State Travel for University Hiring Fairs
Access	Public
Type	Action
Recommended Action	That the School Board approve the request for both in-state and out-of-state travel for university hiring fairs targeting Michigan universities, out-of-state universities, and Historically Black Colleges and Universities in the amount not-to-exceed \$25,312.

Public Content

Recommendation:

That the School Board approve the request for both in-state and out-of-state travel for university hiring fairs targeting Michigan universities, out-of-state universities, and Historically Black Colleges and Universities (HBCUs) in the amount of \$25,312.

Description and Background:

This item was recommended for approval by the Finance Committee on November 20, 2019 and the Academic Committee on November 25, 2019.

Due to current teacher shortages and seasoned teacher population, DPSCD needs to actively recruit teachers within Michigan and throughout the country. Because the number of teachers entering the profession has steadily declined in the past decade, DPSCD needs to expand its recruitment efforts within and beyond the state of Michigan in order to find enough teachers to continue to fill the district's vacancies. University graduates constitute a significant candidate pool, and the District's strategy is to focus on in-person recruitment efforts towards both soon-to-be and recent college graduates through attending university hiring fairs.

The Office of Human Resources attends recruitment events annually, and the proposed 2020 recruitment schedule includes 15 in-state trips and 17 out-of-state trips. Of the out-of-state trips, 5 events are dedicated to Historically Black Colleges and Universities (HBCUs) in an effort to recruit more teachers of color, particularly males. With input from department team members, data from prior recruitment events and senior leadership, the HBCUs selected were chosen based on feasibility of travel, established relationships with DPSCD, and ability to target a wide variety of students. Many prestigious HBCUs have relatively small education departments; when possible, the division chose to focus on HBCUs with more than 100 education students or fairs that work

with multiple schools (such as the event in Atlanta for Morehouse College, Clark Atlanta University and Spelman College).

In order to maximize the number of universities and colleges attended, multiple universities will be visited during the same trip when possible. For example, when in the Washington D.C. area, the recruitment team plans to visit Morgan State University and Howard University as well as Gallaudet University for deaf and hard-of-hearing students. Including Gallaudet will enable the recruitment team to recruit interpreters and educators to support DPSCD’s Deaf and Hard of Hearing Program, which is consistently difficult to staff. In addition, some hiring events are organized jointly by multiple schools, such as the Southwest Ohio/Norther Kentucky Fair, which will include candidates from 7 universities.

The District proposes that up to two DPSCD representatives attend each recruitment event, including recruitment staff as well as other District and school staff, as appropriate. Attendance at the fairs will be distributed among Division of Human Resources and Talent team members. In addition, other District and school staff will be invited to attend select hiring fairs, as appropriate.

The Office of Human Resources will also make every effort to ensure that each recruitment team includes alumni from the universities being visited and is reflective of the District’s diverse talent pool and student population. When possible, the recruitment team for each university event will include alumni from that university and will reflect the diversity of the students we serve. The following represents the travel request for approval.

Trip Details	Estimated Cost		Comments
Events: University Hiring Fairs Locations: <ul style="list-style-type: none"> • 32 hiring events, with several events targeting multiple schools <ul style="list-style-type: none"> ◦ 15 in-state trips ◦ 5 HBCU trips ◦ 12 out-of-state non-HBCU trips Dates: Various dates from January 2020 to June 2020 Department: Division of Human Resources and Talent Participants: Up to 2 staff per trip Funding Source: Grants	Registration: Transportation: Lodging: Per Diem: Total:	\$6,369 \$10,221 \$5,598 \$3,124 <hr/> <u>\$25,312</u>	Title IIA

Gap Analysis:

In order to attain fully staffed status, the district must develop consistent, multiple recruitment pipelines. The Office of Human Resources actively recruits through online platforms and local hiring fairs, both of which research has shown to have a high return-on-investment. The District must also reach out to candidates across the state and country through face-to-face hiring events to both recruit today's graduates and build-up the reputation of the District for future career-seekers. During spring of 2019, the Office of Human Resources attended 37 university hiring fairs. This year, the Office of Human Resources plans to attend a total of 32 university hiring fairs, including 5 HBCU trips, in order to attract more teacher candidates and reduce the number of teaching vacancies before the fall of 2020.

Compared to last year, this spring's recruitment efforts will consist of approximately the same number of events. Based on information from prior attendees, however, the Office of Human Resources staff are prioritizing events that are known to have a large number of education students and that are likely to yield candidates who are interested in teaching in Detroit. Through these university visits, the District will expand recruitment efforts throughout the Midwest, Northeast, and Southeast as well as Ontario, Canada. The prior year's budget was roughly \$60,000 for in-person recruiting and this year we plan to spend more time at in-state events, shifting other potential dollars to high-yield online strategies and marketing.

Research indicates that the most effective teaching candidates are shopping for positions in March, April and May of each year. Attending university recruitment events at HBCUs and traditional colleges and universities throughout the spring will allow the District to connect with interested candidates and provide conditional offers early in the hiring season. This year, the Division of Human Resources and Talent will provide conditional offers on the spot during hiring fairs in order to hire candidates before other Districts are able to provide offers.

Following recruitment trips, Human Resources staff will aggressively maintain a commitment to candidates through email invites from senior staff, updates on District initiatives and events, and reference materials to introduce candidates to Detroit communities and housing options.

Previous Outcomes:

University Hiring Fairs Costs		
Year(s)	Net Cost(s)	Funding Source(s)
2017-18	\$48,888	Title IIA
2018-19	\$33,912	Title IIA

During spring of 2018, the Division of Talent and Human Resources had direct, ongoing contact with more than 250 candidates across the roughly 38 recruitment events averaging roughly 6 candidates per event. During the spring of 2019, the department maintained contact with approximately 350 candidates across 37 events, averaging roughly 9 candidates per event.

Expected Outcomes:

Based on records from last year's recruitment fairs, the Office of Human Resources expects to maintain an average of 9 candidates engaged per event, but by attending fewer fairs and spending less on in-person recruitment trips overall. Office of Human Resources staff will maintain a detailed record of how many new teachers are hired from each university in order to build an alumni base from each university and to inform future university recruitment plans.

In addition to recruiting and hiring teachers for the 2020-2021 school year, the Office of Human Resources and Talent is strengthening partnerships with universities—particularly Midwest institutions—to place student teachers in our schools who may be hired in subsequent school years. Having a presence at on-campus recruitment events will garner additional interest in the

Strategic Alignment:

Exceptional Talent

Financial Impact:

\$25,312 paid from Title IIA funds.

Contact for Item:

Luis Solano, Deputy Superintendent

Office of Human Resources

Phone: 1-313-873-7071

Email: luis.solano@detroitk12.org

Supporting Documents/Attachments:

Appendix: Breakdown of Recruitment Trips and Costs

[Appendix__2019-20__Breakdown of Recruitment Trips and Costs.pdf \(247 KB\)](#)

Administrative Content



Agenda Item Details

Meeting	Dec 17, 2019 - Regular Board Meeting
Category	15. Consent Agenda (Administrative Items)
Subject	15.06 Approval of Out-of-State Travel for the 26th Annual LRP Special Education School Attorneys Conference
Access	Public
Type	Action
Recommended Action	Motion to approve funding for out-of- state travel to attend the 26th Annual LRP Special Education School Attorneys Conference for an amount not-to-exceed \$2,935.

Public Content

Recommendation:

That the School Board approve the request for out-of-state travel to the 26th Annual LRP Special Education School Attorneys Conference in an amount not-to-exceed \$2935.

Description and Background:

This item was recommended for approval by the Finance Committee on November 20, 2019 and the Academic Committee on November 25, 2019.

The LRP Special Education School Attorneys Conference offers training for attorneys specializing in exceptional student/special education law. It is sponsored by the LRP Institute, a leading provider of publications and professional development seminars and conferences focused on special education. The District would send Associate General Counsel Marquita H. Sylvia, of the Office of the General Counsel (OGC), to attend the conference. Ms. Sylvia is the OGC attorney assigned to handle the District's ESE matters.

The below costs are for conference registration, airfare, lodging and per diem.

Trip Details	Participant Details	Estimated Cost	
Event: 26th Annual LRP Special Education School Attorneys Conference Dates: January 14 – 17, 2020	Department: Office of the General Counsel Participant: Associate General Counsel Marquita H. Sylvia	Registration: Airfare: Lodging: Transportation: Per Diem:	 \$1,595 \$263* \$804 \$24** \$249

Location: New Orleans, LA		Total:	\$2935
<p>*This airfare cost as of 11/7/19 includes one (1) checked bag. This amount is subject to change based on date of booking.</p> <p>**Cost of transport to and from the airport and hotel.</p>			

Gap Analysis:

The Office of the General Counsel and in particular this Associate General Counsel is assigned to provide in-house legal support, advice and counsel, and representation in administrative hearings for the Office of Exceptional Student Services. This conference is specifically for attorneys practicing in the area of special education law in school districts presented by special education attorneys featuring sessions covering litigation trends, new cases impacting school districts and the latest legal developments. The legal insights gained will assist with relevant and day-to-day ESE issues, including but not limited to: (i) improving the OGC's capacity to support ESE; and (ii) District compliance with Michigan Rules and ESE law and programs and services offered by ESE. Ultimately, use of this information will save time and money avoiding the costs of litigating complaints and cost of remedies associated with non-compliance.

Previous Outcomes:

Not Applicable.

Expected Outcomes:

The District expects that there will be decreased use of outside ESE counsel, which will ultimately result in cost-savings. Further, attendance at the conference will increase the collective knowledge of the OGC on current trends in ESE legal matters following Ms. Sylvia's report back on training matters.

Alignment to Strategic Plan:

Responsible Stewardship

Financial Impact:

\$2935 would be paid out of General Fund.

Contact for Item:

Name: Jenice Mitchell Ford

Phone: 313-873-4528

Email: [jenice.mitchellford @detroitk12.org](mailto:jenice.mitchellford@detroitk12.org)

OGC Request For Out of Town Travel For Associate General Counsel - M. Sylvia.pdf (2,691 KB)

Administrative Content



Agenda Item Details

Meeting	Dec 17, 2019 - Regular Board Meeting
Category	15. Consent Agenda (Administrative Items)
Subject	15.04 Approval of Out-of-State Travel for the 2020 Raytheon MATHCOUNTS National Competition
Access	Public
Type	Action
Recommended Action	Motion to approve funding for out-of-state travel for students to attend the 2020 Raytheon MATHCOUNTS National Competition in an amount not-to-exceed \$83,650.

Public Content

Recommendation:

That the School Board approve request for out-of-state travel for 70 students, coaches, and chaperones to the 2020 Raytheon MATHCOUNTS National Competition in an amount not-to-exceed \$83,650.

Description and Background:

This item was recommended for approval by the Finance Committee on November 20, 2019 and the Academic Committee on November 25, 2019.

The MATHCOUNTS Foundation is a 501(c)3 non-profit organization that reaches students in grades 6-8 in all US states and territories with 3 extracurricular math programs. More than a quarter million students participate in our programs or use our resources each year including, "the opportunity to compete in live, in-person [mathematics] contests against and alongside their peers." Middle school-aged students who participate in MATHCOUNTS engage in problem-solving and build positive attitudes about mathematics at a critical grade band when a love of mathematics needs to be cultivated. Students will network and engage within highly competitive, head-to-head competitions with other students from around the country.

The following represents the travel request for approval. This funding will cover event registration fees, travel, lodging and meals for students, coaches, and chaperones.

Trip Details	Participant Details	Estimated Cost	
Competition: 2019 Raytheon MATHCOUNTS National Competition,	Target Competitors: 40 grade 6-8 students, 10 coaches and chaperones	a. Registration:	a. \$2,340 (rate: \$35/person (70

Dates: May 9-12, 2020 Location: Orlando, FL		b. Transportation: c. Lodging: d. Per Diem: e. Total:	people total)) b. \$28,000 (rate: \$400/person (70 people total)) c. \$28,000 (rate: \$200/night for 5 nights (28 hotel rooms)) d. \$25,200 (Meals: \$60/day for 6 days (70 people))
	Target Schools: All schools containing grades 6-8 students.		e. \$83,650*
Note: only the top 4 school-teams that compete and qualify out of the MI State MATHCOUNTS Competition in March 2020 can be offered to attend the 2020 Raytheon MATHCOUNTS National Competition. * This item has been rounded up by \$10.			

Gap Analysis:

Many of our District students may have limited opportunities to travel out of the state, interact with their peers across the country and compete against other students on the national stage in a highly competitive environment. By participating in the MATHCOUNTS National Competition, students can travel and interact with diverse students while sharpening their problem-solving, critical-thinking skills through competing in 4 rounds of competition (e.g. Sprint, Target, Team and Countdown Round).

Previous Outcomes:

This will be the first year that the District will be participating in chapter, regional, state and national MATHCOUNTS competition.

Expected Outcomes:

Success in the competition as well as the provision of a new and unique experience for the District students that attend. Further, students who connect and apply knowledge in a real-world setting are more likely to remain in school and transition to post-secondary studies.

All coaches will be provided training opportunities throughout the school year to learn strategies to help further their teams' capacity to participate in this highly competitive activity at no additional cost.

Alignment to Strategic Plan:

Whole Child Commitment

Financial Impact:

The grant funded amount of \$83,650 in Title IV Grant Funds.

Contact for item:

Name: Beth Gonzalez, Assistant Superintendent

Phone: (313) 873-4894

Email: beth.gonzalez@detroitk12.org

Administrative Content

Agenda Item Details

Meeting	January 14, 2020 – Board Meeting
Category	Consent Agenda (Administrative Items)
Subject	Approval of Out-of-State Travel Request for 2 (two) International, Experiential trips to France and Spain,
Type	Action
Recommended Action	Motion to approve out-of-state travel to France and to Spain for high-school students and chaperones (6:1 ratio) in an amount not to exceed \$500,000, paid through Title IV funds.

Public Content

Recommendation:

That the School Board approve out-of-state travel to France and to Spain for high-school students and chaperones (6:1 ratio) in an amount not to exceed \$500,000, paid through Title IV funds.

Description and Background:

138 high-school students along with chaperones from the District will travel to Spain or France for 7 days during spring break (France) and in late June (Spain). Chaperones (world language teachers, Social Studies teachers, and or Principals/Assistant Principals) will accompany and select students from grades 10-11 (with a focus on grade 11) based on students' applications. Preference will be given to students from low-income families who meet the profile.

Both trips include round-trip flights, hotel accommodation in the center of Paris, Madrid and Barcelona, all meals (breakfast, lunch, and dinner), transportation, entrances to experiential sites and museums, accident insurance, and three college prep credits through the University of California at San Diego. The package does not include passport fees, most beverages with meals and transportation to and from the Detroit airport.

The following chart represents the travel requests, details, and related costs:

	Number of Students per School	Number of Principals/ Designee	Estimated Costs
Trip to France (11 Schools)	6 (six) students from each high school. Total: 66 students	1 (one) chaperone selected by the Principal per high school per every 6 (six) students. 2 (two) program directors (one per bus) will oversee the completion of the itinerary and represent the District.	All-inclusive cost per student for DPSCD: \$3,274.00 with tips included, after Welcome Scholarship (-\$200) Early Enrollment 2020 (-\$550). TOTAL= \$216,084.00
Trip to Spain (12 Schools)	6 (six) students from each high school. Total: 72 students	1 (one) chaperone selected by the Principal per high school per every 6 (six) students.	All-inclusive cost per students for DPSCD: \$3,906.00 with tips included, after Welcome Scholarship (-\$200) Early Enrollment 2020 (-\$550). Total= \$281,232.00

		2 (two) program directors (one per bus) will oversee the completion of the itinerary and represent the District.	
Total	138 Students	23 Chaperones + 2 Program Directors	This year, Title IV will allow \$500,000 for international trips.

Gap Analysis:

Research comparing outcomes for students with similar backgrounds shows that students who travel have greater and broader academic success, higher college acceptance rates, and a greater number of occupational opportunities. In addition, they develop a greater appreciation of and awareness of their homeland. These trips not only allow students to see a different aspect of the world, but they help their continuous growth as learners, and help them enhance their college application and work opportunities.

These trips will allow our students to experience with the languages that they are studying at high school and learn more about the cultures of those countries to promote. There are also cross-curriculum connections linking history, history of government and public works, art and art history, science, and architectural engineering.

Previous Outcomes:

This is the second time an international student travel trip has been offered. In FY 2018-2019 students traveled to Italy.

	Budgeted Amount	Source of Information	Board-Approved Amount	Source of Info	Contract Amount	Source of Info	FRC Approved Amount	Source of Info	Actual Spend	Source of Info
Prior Yr1	\$250,000	Procurement	\$250,000	Board Agenda						

Expected Outcomes:

Selected students will commit to complete 3 (three) free college credits and participate in 3 mandatory meetings with their parents/ guardians and their chaperones to ensure a clear understanding and adherence to the requirements and expectations for these trips. The program will greatly enhance our students’ college applications as they will be required to demonstrate their learning by completing three (3) college credits from accredited institutions upon their return.

Financial Impact:

Not to exceed \$500,000. Title IV Grant Funds.

Payment is due 110 days prior to departure.

Strategic Plan Alignment:

Outstanding Achievement; Whole Child

Contact for Item:

Beth Gonzalez, Assistant Superintendent of Curriculum and Instruction

Phone: (313) 873-3485

Email: beth.gonzalez@detroitk12.org

Supporting Documents/ Attachments:

WorldStrides International has 50+ years of experience with similar programs and great resources for educational travel, and this should be quite possible if we can move to expedite while

preserving a thoughtful and high quality approach. Attached please find the itineraries for the 7-day trips to France and Spain.

Contact Information:

Michael Edelstein, International Programs Consultant, former teacher / former group leader

michaele@worldstrides.org

[800-946-8143](tel:800-946-8143) / [415-902-5413](tel:415-902-5413)

www.WorldStrides.com/Perspectives