

MEMORANDUM OF UNDERSTANDING

Flint Education Continuum

This non-binding Memorandum of Understanding (MOU) is hereby entered into by and among Flint Community Schools (FCS), State of Michigan, City of Flint mayor's office (City), Charles Stewart Mott Foundation (Mott Foundation), Mott Community College (MCC), Genesee Intermediate School District (GISD), Flint & Genesee Group/Genesee Area Focus Fund (FGG), and Crim Fitness Foundation (Crim). The term of the MOU is 10 years following completion of the renovations and construction of school buildings.

This MOU is further supported by the following institutions and representatives: Concerned Pastors for Social Action, Community Foundation of Greater Flint, United Way of Genesee County, Ruth Mott Foundation, University of Michigan–Flint, Kettering University, Congressman Dan Kildee and Senator Jim Ananich.

PURPOSE

The purpose of this MOU is to develop and expand the framework for an education continuum in Flint which ranges from birth to college and career and to leverage federal, state and local dollars to create an exponential impact that goes beyond schools to whole neighborhood revitalization. Specifically, it is designed to bring together various interests in a comprehensive plan for K-12 public education with the goal of creating hope for the Flint community that will lead to increased confidence in the FCS district. This will be accomplished by building five new schools and renovating two existing schools (four new elementary schools, one renovated elementary school, one repurposed building for a middle school and one new high school). The new buildings will be a catalyst that inspires cultural change within the schools and the community to implement new protocols and best practices in education. The City will also support the project with targeted neighborhood improvement and safety programs around each school.

KEY ASSUMPTIONS

- Five new school buildings will be constructed in the City and two existing school buildings will be significantly renovated.
- All new buildings will be operated by FCS.
- Four new elementary schools, each with a capacity of 500 students at \$25 million each.
- Location TBD after community input sessions and demographics studies completed.
- One renovated elementary school: Durant-Turri-Mott (\$20 million).
- One renovated middle school with a capacity of approximately 1200 students (this could be Doyle Ryder or one of the existing high school buildings).
- One high school with a capacity of approximately 1800 students. (Note: The high school could serve more students than 1,800 as juniors and seniors would be dual enrolled at MCC and potentially utilize space on the Flint Cultural Center Campus.)
- FCS will own all school buildings.

- The State of Michigan will provide a \$45 million capital appropriation for the construction of a new high school.
- The Mott Foundation will conditionally match the appropriation with a proposed grant up to \$45 million.
- The funds will pay to construct a high school at the site of the former Flint Central High School.
- FCS will seek a combination of bonding authority and federal funds to contribute \$75 million to pay for the new and renovated schools.
- The Mott Foundation will conditionally match this funding (once obtained) with a proposed grant of up to \$55 million to \$75 million to FCS (depending on eligible offsets for existing grant obligations).
- FCS will leverage state and federal funding for learning recovery, COVID response, building renovations and contract for three years of support for the Crim Community Education Initiative and YouthQuest afterschool program.
- The City will support the neighborhoods around the schools with funding for blight elimination, roads and infrastructure, policing, and homeowner rehabilitation. It will further partner with the various programs and initiatives implemented as a result of this MOU.
- FCS will include a strategy to address its facilities and infrastructure needs in its strategic plan.

PARTICIPATION

FCS

FCS will work to accomplish the following objectives to effect cultural change by implementing the following concepts with SMART goals:

- Commit to implementing the 2021 FCS Strategic Plan.
- Adjust the 2021 to be a 10-year plan with milestone reviews at the 3-, 5- and 7-year marks.
- Work with the signers of the MOU on any updates to the Strategic Plan prior to adoption and at stated milestones.
- Identify appropriate opportunities to contract with GISD for shared services.
- Track and share data on a timely basis outlined in Exhibit A.
- Use state and federal funds strategically to address learning loss, support social-emotional learning and achieve other outcomes of the MOU.
- Use data to drive decision making and student outcomes while maintaining a focus on students as individuals.
- Assess teacher pay levels and incentivize teachers who come to and stay with the district.
- Expand trauma-informed care, reflective practices and more mindfulness activities for teachers to improve engagement and avoid burnout.
- Adopt practices and policies reflective of a student population that is experiencing intergenerational poverty and a host of adverse childhood experiences.
- Increase the culture of coming to school all day, every day with attendance initiatives.

- Contract with an independent third party for data analysis and objective measurement.
- Use federal funding to reduce class sizes.
- Use federal stimulus to support the Crim Community Education Initiative and the YouthQuest afterschool program for three years.

State of Michigan

The state will work to accomplish the following:

- Award \$45 million in capital appropriations for the construction of a new high school.
- Restructure and/or pay off the existing FCS private debt (approximately \$18 million).
- Seek to find ways to provide free internet access to all students.
- Approve up to \$75 million in new FCS bonding to build four new elementary schools.

Mott Foundation

The Mott Foundation will work to accomplish the following:

- Award conditional matching grants totaling up to \$100 million.
 - Up to \$45 million to match state funding for a new high school.
 - Up to \$75 million to FCS to match new state-approved bond funding of \$75 million for the construction of four new elementary school buildings and the renovation of one existing elementary school and one middle school building.
- Once constructed, the Mott Foundation would support the new schools and their partners with up to \$100 million (\$10 million per year) over 10 years for the following services:
 - Community education.
 - Afterschool.
 - MCC early college/career technical education pipeline starting in the third grade.

MCC

MCC will work to accomplish the following:

- Create an early college/career technical education pipeline starting in the third grade.
- Work with Crim to embed intensive mentoring into community education.

GISD

GISD will work to accomplish and partner on the following:

- Investigate appropriate opportunities to provide shared services such as selected human resources, testing services and technology services to FCS.
- Provide hiring supports.

- Collaborate with FCS and MCC to help students explore all their options for programs of interest, including career technical education (CTE) and Early/Middle College (see attached information).
- Collaborate with FCS and MCC to utilize the Genesee Career Institute to develop and support students with career pathways in CTE.
- Work with FCS to provide over 2,000 course options for online learning for students and professional development for staff.
- Help to use the Genesee Opportunity, Flint Promise and College Savings Accounts to create a mindset of bright futures for all students in FCS.
- Collaborate with Mott Middle College to offer associate degree options for students looking for liberal arts studies or students who are challenged with the traditional high school program.
- Support FCS staff with data collection to inform instruction.
- Continue to operate high-quality early childhood programs and services for children from birth to age five.
- Provide continuous support for all leadership groups on a monthly basis or more frequently as needed, including the superintendent; curriculum director; high school, middle school and elementary school principals; special education director; and technology director, etc.
- Continue to provide support as a signatory on the MDE Partnership Agreement.
- Continue to provide ancillary staff as appropriate to meet student IEP needs.
- Provide school nutrition, Michigan Model for Health and attendance intervention training as needed.

FGG (formerly Flint & Genesee Chamber of Commerce)

FGG will work to accomplish the following:

- Provide YouthQuest, a high-quality afterschool program, to all FCS schools throughout the schoolyear and during the summer.
- Provide TeenQuest pre-employment training and summer job opportunities through Summer Youth Initiative to eligible and interested FCS students each year as employment opportunities are available.
- Administer the Flint Promise, providing tuition-free pathways to post-secondary education and support systems for success, as well as the promotion of a college-going culture starting in elementary school.

Crim

Crim will work to accomplish the following:

- Provide community education services to all FCS buildings.
- Work with MCC to develop an intensive mentoring program.

City

The City will work to accomplish the following:

- Adopt strategies to improve the neighborhoods around the proposed schools.
- Implement new blight elimination and homeowner rehab programs.
- Provide strict code (specify appropriate codes) enforcement.
- Support these initiatives with ARP and CDBG dollars.
- Provide community policing support around the schools.

This MOU is non-binding and shall not give rise to any legally binding obligations upon the Necessary Parties or the Supporting Parties to perform any activities or provide any funding. The parties acknowledge that each of the signatories below will need to obtain numerous governmental and/or board approvals of the concepts outlined in this document. However, by signing the MOU, the parties agree in spirit to the necessary actions outlined in this document and will work with expediency to attempt to obtain all such approvals during the next six months, provided that no legally binding obligations shall arise until all such approvals have been obtained and formal commitment letters, appropriations and other agreements (satisfactory in form and substance to the parties) have been entered into by each of the Necessary Parties.

This MOU is hereby signed by the following parties on the ____ day of _____, 2021.

Flint Community Schools
Board President

Flint Community Schools
Superintendent

State of Michigan
Governor

City of Flint
Mayor

Mott Community College
President

Genesee Intermediate School District
Superintendent

Flint & Genesee Group
CEO

Crim Fitness Foundation
CEO

Charles Stewart Mott Foundation
President and CEO

And Further Supported by:

United Way of Genesee County
CEO

Ruth Mott Foundation
President

Community Foundation of Greater Flint
CEO

Concerned Pastors for Social Action
President

Senator Jim Ananich

Congressman Dan Kildee

Kettering University
President

University of Michigan–Flint
Chancellor