

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent
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January 8, 2010

**MEETING ANNOUNCEMENT FOR THE
KALAMAZOO PUBLIC SCHOOLS BOARD OF EDUCATION**

A regular meeting of the Board of Education of the Kalamazoo Public Schools will be held on **Thursday, January 14, 2010 at 7:00 p.m.** in the Board Room of the Administration Building, 1220 Howard Street, Kalamazoo, MI 49008.

KALAMAZOO PUBLIC SCHOOLS

Marcy L. Peake, Secretary
Board of Education

The Board of Trustees, Superintendent and Senior Executives will have an informational meeting at 5:30 p.m. in the Superintendent's Office area, and will also discuss any matters that may come before the Board.

- ❖ Please contact the Superintendent's Office in advance of the meeting if auxiliary aids or services for individuals with disabilities are needed.
- ❖ Official minutes of Kalamazoo Public Schools Board of Education open meetings are available for inspection within eight working days of the meeting at the Superintendent's Office, 1220 Howard Street, Kalamazoo, MI 49008.

KALAMAZOO PUBLIC SCHOOLS
Board of Education Meeting
1220 Howard Street
January 14, 2010 – 7:00 P.M.

A G E N D A

- I. Call to Order**
- II. Pledge of Allegiance**
- III. Attendance**
- IV. Announcements and Recognitions**
- V. Committee Reports/School Reports**
- VI. Correspondence**
- VII. Consent Calendar Items**
 - A. Minutes**
 - 1. December 17, 2009 - Regular Meeting
 - 2. January 6, 2010 – Special Meeting
 - B. Business and Financial Reports**
 - Purchase Recommendation 2010-14
 - C. Personnel Items**
 - Personnel Changes
 - D. Other**
- VIII. Persons Requesting to Address the Board (3 minutes individual limit)**
- IX. Reports and Recommendations**
 - A. Bond Committee Report and Recommendation
 - B. Approval of Contractual Agreement between Kalamazoo Public Schools and Kalamazoo Support Personnel Employee Group for 2009-2010
 - C. Approval of Grades 9-12 Course and Program Changes Recommendation for 2010-2011
- X. Other Business**
 - Policy 8.1 Equal Employment Opportunity – Second Reading
- XI. Comments by Trustees/Superintendent**
- XII. Executive Session (if needed)**

KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
December 17, 2009 – Regular Meeting

I. Call to Order

President Mollie Peterson called the December 17, 2009 regular Board of Education meeting to order at 7:06 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance

The Pledge of Allegiance was recited.

III. Attendance

Board members present: Ervin Armstrong, Eric Breisach, Carol McGlinn, Marcy Peake, Mollie Peterson, and Patti Sholler-Barber. Board member absent: Liz Henderson. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions

Executive Director of Communications Alex Lee recognized Turn-Around Student Demarqus Mills from The Woodward School for Technology & Research. Demarqus's principal, Beth Yankee, introduced Anita Wright, Demarqus's mother, and Elisabeth Endres, his first grade teacher.

Mr. Lee also recognized students at Maple Street Magnet School for the Arts, Loy Norrix High School, and Kalamazoo Central High School for their successful efforts to raise funds and collect food, clothing, and other necessities for many people in the community with unmet needs. He also recognized KPS bus drivers for their "stuff the bus" event, and Assistant Superintendent of Human Resources Mary Weber and the KPS community for the goal-exceeding donations to this year's United Way campaign.

Dr. Rice introduced Heather Misner, the new assistant principal at Prairie Ridge Elementary School and Winchell Elementary School, whose appointment was approved at the November 12, 2009 Board meeting. Ms. Misner thanked the Board for the opportunity to advocate for the students in Kalamazoo Public Schools, and said that the past three weeks have been the best in her life.

V. School Reports/Committee Reports

School Reports

Carol McGlinn reported that Liz Henderson, Dr. Rice, and she toured Lincoln International Studies School on December 15. She said that during their tour of the whole building, they observed great work being done in a peaceful atmosphere.

Committee Reports

Budget: Carol McGlinn (chair) – During its November 24 meeting, the committee received an update on the bond committee's work and information about setting up the citizen's budget committee that will start meeting in February 2010. Administrators have been looking at several different budget plans in preparation for the citizen's budget committee work. People who are interested in joining the citizen's budget committee can contact Mr. Start in the Business Office.

Curriculum: Patti Sholler-Barber (chair) – The committee met November 16 with Pat Coles-Chalmers and Dr. Terina Harvey from Teaching and Learning Services (TLS), who presented information on developing curriculum. At the next Board/Superintendent advance, the committee would like to spend some time on this subject with the whole board. The committee also met on December 15 to review the bulletin of courses for 2010-2011. Due to the movement from semesters to trimesters, the entire

bulletin had to be redrafted, which was a very difficult process, and the committee was very impressed with the work done by the TLS staff. The main focus is to make the document easily understandable to anyone who uses it. The committee made a recommendation that this information be handled through the many organizations that work with parents so that the parent/guardian community can be educated.

Evaluation/Accountability: Mollie Peterson (chair) – No report at this time.

Policy Committee: Liz Henderson (chair) – In Ms. Henderson’s absence, Ms. Peake reported that the committee continued to review and revise Board policies and procedures in consultation with the district’s administration and attorney. She said the remainder of the report will be addressed in Other Business.

Wellness Committee: Ervin Armstrong (representative): Four teachers joined the committee, and information about the new employee wellness program in the district was shared. He said he is looking forward to the first of the year with getting even more students and staff involved in the wellness program. Mr. Armstrong also noted that reports about wellness activities and events involving KPS children were given by the committee members representing community organizations.

Kalamazoo Communities in Schools (KCIS): Carol McGlenn (representative) –No report at this time.

Teaching & Learning Council: Patti Sholler-Barber (representative) – Announced that innovative grant funding was assigned to the following schools and proposals: Alternative Learning Program for School Wide Read, Arcadia Elementary School for Math Night, Arcadia bilingual program for K-5 Arabic Instruction, El Sol Elementary School for Accelerated Reader Program, El Sol bilingual program for Mayan Sculptures-Visiting Artist, Hillside Middle School for All School Read, Indian Prairie Elementary School for Extended Day Program, Dr. Martin Luther King, Jr. in Westwood Elementary School for K&K Writers Club, Lincoln International Studies School for Magic Tree House Book Club, Maple Street Magnet School for the Arts for Data Driven Incentive Program, the middle schools for Operation Rescue with Reading, Milwood Elementary School for Technology in Writing, Northeastern Elementary School for Bring Your Parents to College Day, Washington Writers’ Academy for Mentor Text Program, Winchell Elementary School for Visiting Author, and Woods Lake Elementary: A Magnet Center for the Arts for Recipe for Success.

Legislative Liaison: Liz Henderson: No report.

VI. Correspondence

Secretary Peake reviewed the correspondence received by the Board during the period of November 13-December 17, 2009. (File #10)

VII. Consent Calendar

President Peterson presented the Consent Calendar items: VII.A. November 12, 2009 Regular Meeting Minutes; VII.B. Purchase Recommendations 2010-12 (Nine 2010 International School Bus Chassis with 65-Passenger International Bodies for a total of \$646,110 from the 2006 bond) and 2010-13 (Audio and Video Enhancement Systems for Hillside Middle School and Maple Street Magnet School for the Arts for a total of \$340,266.28 from the 2006 bond); VII.C. Personnel Changes; and VII.D. Reinstatements.

Motion: Moved by Carol McGlenn, supported by Eric Breisach, to approve the Consent Calendar as presented.

Disposition: Motion carried, 6-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board

No one addressed the Board.

IX. Reports and Recommendations

A. Approval of Contractual Agreement between Kalamazoo Public Schools and Teamsters Local 214-Maintenance Employee Group for 2009-2010

Dr. Rice announced that a tentative agreement between Kalamazoo Public Schools and the Teamsters Local 214 maintenance employee group had been reached for 2009-2010. Assistant Superintendent of

Human Resources Mary Weber said that the contract had been ratified by the membership and was within Board parameters. She thanked union President Troy McNees and Teamsters Local 214 Business Representative Joel Gutzki for their assistance in the negotiation process.

Motion: Moved by Patti Sholler-Barber, supported by Marcy Peake, to approve the contractual agreement between Kalamazoo Public Schools and the Teamsters Local 214 maintenance employee group for 2009-2010.

Discussion: Ms. Sholler-Barber thanked Mary Weber and any staff who worked on the contract settlement, and said she appreciates the quickness with which it was settled.

Audience comments: None.

Disposition: Roll call vote; motion carried, 6-yes, 0-no, and 0-abstentions.

B. Approval of Contractual Agreement between Kalamazoo Public Schools and the Food Service Employee Group for 2009-2010

On behalf of Attorney Nancy Mullett, Ms. Weber thanked bargaining team members Carmita McDaniel, union president; Rita DeRyke, union member; and Ada Lewis, MEA Uniserv director, for their quick and cooperative work. She said the contract has been ratified by the membership and was settled within Board parameters.

Motion: Moved by Carol McGlenn, supported by Patti Sholler-Barber, to approve the contractual agreement between Kalamazoo Public Schools and the Food Service employee group for 2009-2010.

Board discussion: None.

Audience comments: None.

Disposition: Roll call vote: motion carried, 6-yes 0-no, 0-abstentions.

C. 2009-2010 Great Start Readiness Program Participating Resolution

Dr. Rice said the district's Great Start Readiness Program is primarily funded by the state of Michigan, and although the program was "on the ropes" in the legislature this summer, it was restored by the conference committee for public schools in its entirety, which meant \$1.1 million for 324 children in Kalamazoo Public Schools. He requested that the Board approve the resolution.

Motion: Moved by Marcy Peake, supported by Eric Breisach, to approve the 2009-2010 Great Start Readiness Program Participating Resolution.

Board discussion: Ms. McGlenn said this is something the Board has taken a lot of time to move forward and support, and is something it truly believes in, but the program will probably be something the Board will continue to have to battle for, to convince our legislators of how important it really is. Ms. Sholler-Barber expressed her support for the program, and said she is pleased that 324 children will be given the chance for more of an equal start, even start, and head start. She said we need to do this for the entirety of this population. Mr. Breisach asked if the resolution covers more than one year, and Dr. Rice explained that although the funding is for only one year of four-year-old pre-school, research shows that the benefits extend beyond the one year and into adulthood. Ms. Peterson added that education early in life can prevent many problems from occurring later.

Audience comments: None.

Disposition: Roll call vote: motion carried, 6-yes, 0-no, 0-abstentions.

D. Resolution in Support of Funding for Education

Dr. Rice explained that the resolution came from Save Our Students, Schools, and State (SOS), and that in partnership with SOS, the Michigan Association of School Administrators (MASA), the Michigan Association of School Boards (MASB), and the Michigan School Business Officials (MSBO), school boards across the state are passing resolutions to urge the governor and state legislature to stabilize school funding to support the education of children, and, by extension, economic development in Michigan. He added that this resolution is not solely a function of money, but is also a resolution in support of stable, adequate funding for public schools in the state of Michigan.

Motion: Moved by Ervin Armstrong, supported by Patti Sholler-Barber, to approve the Resolution in Support of Funding for Education.

Board discussion: Ms. Sholler-Barber referenced the well-attended meeting with legislators at Kalamazoo Central High School the previous Monday evening. She encouraged anyone with a concern about the education of Michigan's students to let the legislators know that we cannot cut our way to a funding resolution, and to urge them to think outside the box. She challenged legislators to look at other states that are successfully funding education through other means. Ms. Sholler-Barber reiterated that an investment now in our children's education will come back to benefit our state and society. Ms. McGlenn noted that not many people would argue against education being an economic tool, yet we still seem to struggle with education funding, and the legislators need to find a way to solve the structural problem. She urged people to contact legislators because we need to move forward in this area.

Audience comments: None.

Disposition: Roll call vote, motion carried: 6-yes, 0-no, 0-abstentions.

E. Grades 9-12 Course and Program Changes Recommendation for 2010-2011

Superintendent Rice said that a committee led by Mary Weber, with the participation of Assistant Superintendent of Teaching and Learning Services Patricia Coles-Chalmers and Director of Secondary Education Timon Kendall, along with Kalamazoo Education (KEA) President Millie Lambert, members of the KEA, principals, school deans, central administration, and Board, came to an agreement to change from the block schedule system to a trimester system of five courses per trimester. During the past several months, teachers and administrators have worked to craft a course bulletin to reflect that change, and input from Board members was also included.

Ms. Coles-Chalmers said that the bulletin is a work in progress, and due to the change to the trimester system, everything in the bulletin had to be changed. She asked the Board to review the document, and said that input will still be accepted to make it the best document it can be for students. She said due to the uncertainties of funding for the district, the sentence, "Actual course offerings are contingent upon budget and scheduling" is included, as in the past. Ms. Coles-Chalmers reviewed the documents the Board received: the course and program recommendations, the alphabetical listing of courses by department, the actual bulletin of courses, and a listing of corrections made in the bulletin. Ms. Coles-Chalmers noted that the only change to the graduation requirements, effective with the 2013-2014 graduating class, is 20 required credits and 8-10 elective credits to 19.5 required credits and 8.5-10.5 elective credits, due to the change to the college readiness course. Twenty-eight credits are still required for graduation. She said the trimester system will offer more flexibility to students and enable them to take more classes. Additionally, the system will provide for some classes to last for three trimesters, some for one, and some for two. She noted that with the Advanced Placement courses, a statement was added regarding summer assignments, and that the Michigan Merit curriculum is being followed, with certain EFA courses fulfilling the fourth English requirement. Weighted grade values have also been included, affecting some of the KAMSC courses. Ms. Coles-Chalmers noted that some classes have been added and some deleted by recommendation. In addition, course descriptions have been modified to fit into the trimester system. She thanked Education for Employment program administrator Christine Dahl, Education for the Arts director Dr Jeffrey Harkins, and Mr. Kendall. Ms.

Coles-Chalmers also thanked Christine Frommann, secondary supervisory technician, for formatting and putting the entire bulletin together, and the directors of Teaching and Learning Services for their reviewing and editing contributions.

Mr. Kendall explained the trimester schedule, which includes three twelve-week sessions, with grades to be issued at the end of each trimester. Seven and one half credits can be earned per year, with a possible 30 credits total for all four years of high school. He reviewed the document that lists each course and whether it was deleted, had a name change, or is a new course. Advanced Placement courses are three trimesters, and most other one-credit courses are two trimesters. He explained that students must pass all "A" courses before they can take the "B" courses, and, therefore, more A than B classes will be scheduled. Mr. Kendall also reviewed the introductory information about the course bulletin, which includes more information about course planning throughout high school, and also planning for college readiness. He concluded by explaining the format and information contained in the departmental course listings. Mr. Kendall thanked the teachers for their input, and principals for mock course schedules to aid in taking care of all the necessary details of changing over to the trimester system.

President Peterson noted that the Board will be receiving the information, and encouraged Board members to join Trustee Breisach and Trustee Henderson in providing to Ms. Coles-Chalmers and Mr. Kendall input to the course scheduling and bulletin.

Board discussion: Mr. Breisach said that he appreciates all the hard work that went into the course bulletin, and recognized that it is very user friendly, comprehensive, and understandable. He said until this year, the work of many groups that had gone before in attempting to make changes to the block schedule did not result in change. However, whether or not the change will be successful will be determined by how well thought out and well designed this is for kids, and by its implementation for the benefit of the kids. He added that he is pleased to see that the changes in the course bulletin were thoughtfully made, and was also pleased to know that the administration welcomed and embraced Board members' suggestions. He said he still thinks that EFE and EFA course listings should appear under the department subjects. Ms. McGlenn thanked everyone for all the work that went into the new documents, and is pleased that scheduling models have been developed to help prevent some of the "bumps in the road." She asked about the "double periods," and Mr. Kendall explained that Kalamazoo Central's band program wanted to be scheduled for the 4th and 5th hour, and in the trimester, that can be accommodated. She asked if the same thing can happen if students are struggling in an area, and Mr. Kendall said there is that flexibility. Ms. Sholler-Barber mentioned that with regard to closing achievement gaps, retaining students, and raising graduation rates, these types of documents that all students can understand play an important part in engaging students. Mr. Breisach said he was glad to see the information about all aspects of college orientation and preparation, beyond just the requirements for National Collegiate Athletic Association eligibility. Ms. Peake asked how the information will be distributed to families, students, and community members so that they can better understand the changes. Mr. Kendall explained that there will be a timeline that will include school visitations and information sharing at parent workshops, parent-teacher association meetings, with pastors, Youth Opportunities Unlimited, youth organizations, and parent conferences, so that parents and students will become involved in thinking of the trimester and all the options that will go with it. In response to Ms. Peterson's concern about the information being disseminated to the families at the Gospel Mission, Ms. Coles-Chalmers and Mr. Kendall assured her that visitations will also be held at the Mission.

Audience comments: *Millie Lambert 3922 Croyden, KEA President* – Said that she thinks the new course bulletin is very good and appreciates the work that was put into it. However, on behalf of the secondary physical education staff, she expressed concern about the broad-based waiver opportunity of the physical education requirement. She said even though it is permitted under state rules, waiving the requirement is not in the best interest of the whole child, and KPS should be promoting the health and

wellness of our students. She requested that the Board give serious consideration to the broadness of the waiver.

X. Other Business

A. Procedure 1.2 - Second Reading

Motion: Moved by Mollie Peterson, supported by Patti Sholler-Barber, to approve Procedure 1.2 Public Participation During a Meeting of the Board of Trustees for second reading. Ms. Peake read the second reading procedure draft.

Board discussion: None.

Audience comments: None.

Disposition: Roll call vote: motion carried, 6-yes, 0-no, 0-abstentions.

B. Policy 8.1 – First Reading

Motion: Moved by Patti Sholler-Barber, supported by Eric Breisach, to approve Policy 8.1 Equal Employment Opportunity for first reading. Ms. Peake read the second reading policy draft.

Board discussion: Ms. McGlinn noted that the word “sex” was omitted in the first paragraph, but was included later in the policy, and asked for clarification. Dr. Rice said clarification would be made between first and second reading.

Audience comments: Millie Lambert asked about the difference between this policy and the previous one, and Ms. Peake explained the changes.

Disposition: Roll call vote: motion carried, 6-yes, 0-no, 0-abstentions.

XI. Comments by Trustees

Patti Sholler-Barber: Expressed her concerns about the state funding for education issue, and urged anyone with an interest in the education of the students in the state to contact state representatives Robert Jones, Larry DeShazor, Tonya Schuitmaker, and Senator Tom George. She said the state must have quality and sustained funding, and that needs to continue to be a high priority for Michigan. Quality education is very important for attracting people to the state, and we do not want to continue to lose people. Ms. Sholler-Barber suggested that books be given to children as a gift, and also urged families that are struggling to tap into the many resources offered by the Kalamazoo community. Lastly, she thanked everyone in the district that chose to teach the value of a caring community by adopting a family, providing a food basket, or in some way giving to others, especially those who did not have much themselves.

Eric Breisach: Said he would hate to see all the progress that KPS has made as a district that is clearly moving solidly in the right direction come underneath the “financial bus.” Mr. Breisach expressed his desire to see Lansing provide at least a consistent level of funding that would enable KPS to keep doing what it’s doing, because KPS is showing other districts how it is done. He urged people to communicate to legislators the need to keep school districts’ funding level stable.

Carol McGlinn: Shared that for the area food drive, the winning class at Loy Norrix collected 2,600 cans of food, and her daughter’s collected 1,800, which illustrates the kids’ generosity and enthusiasm. She also provided information about the community food drive taking place on Saturday, December 19, and said it is a wonderful event that will result in serving 1,500 families. In addition, Ms. McGlinn shared about attending a first and second grade performance of “How the Elephant Got its Long Trunk” at Parkwood-Upjohn Elementary, and complimented teacher Therese Winnard for the great performance. Ms. McGlinn also stressed the importance of reading over the holiday.

Ervin Armstrong: Said that this is a season of giving, and he gives to our state legislators the gift of creativity and leadership, to come up with a plan to fund education and have a heart for students. To the parents, he gives the opportunity to read with their children and have their children read to them. To the teachers and staff, he gives a thank you for playing the great role of shaping children’s

lives and minds, and said to not give up on them. To the children, he offered the gift of believing that they can make a difference, despite obstacles. He added that it is one thing to receive the Promise, but another thing to be ready to utilize it. To the funders of the Kalamazoo Promise, he gives the gift of “thank you” for making the Promise gift available to every child in Kalamazoo.

Mollie Peterson: Thanked the students, teachers, and administrators that have reached out to other students and families. She said their outreach has taught students, at a young age, the values of empathy and compassion for others--values that they will have for the rest of their lives. She asked people to continue to pray and lift up this holiday season students and families that have lost someone through death, incarceration, or disabilities. Ms. Peterson also thanked the Kalamazoo Promise donors, and encouraged families and community members to stay supportive of the district, and also to lift up the state legislators.

Comments by the Superintendent

Superintendent Rice thanked the students and staff for the tremendous outpouring of giving. He said this district is not wealthy monetarily, but it is in its good will, and the wealth appears greatest among those who have the least. He added that he appreciates being part of such a progressive and giving community. Dr. Rice said he views reading as an obligation more than as an opportunity, especially for those who are moving toward college readiness and college success, and that he appreciates this Board’s consistent emphasis on literacy. He thanked the 250-plus people from southwest Michigan who attended the hearing at Kalamazoo Central, and said there was a huge outpouring of support for stable and adequate funding for public schools, around which you can plan for students’ needs. He said the reason people, including many from other jurisdictions, attended the meeting was due to their recognition of the uniqueness of this particular event, at which the government had come to the people instead of staying in Lansing and waiting for people to come to them. Dr. Rice expressed special appreciation for those who traveled a long distance, and for the young people who were there checking out what their government was all about. The events of the evening showed that there is hope for the government to be part of a broad solution to raise up strong kids. He said ours is a legislature that needs to hear early and often from its citizens about adequate funding for school children, and in the absence of that drumbeat, stable and adequate funding will not be provided. He closed with a paraphrased quote from Frederick Douglass, “People may not get all that they demand in this world but they must certainly demand all they get, ” and, “The struggle may be a moral one, it may be a physical one, but it certainly must be a struggle. Those who profess to cherish freedom yet deprecate agitation want crops without the plowing of the ground, they want rain without thunder and lightning, they want the ocean without the awful roar of its many waters.” Dr. Rice added that it, i.e., obtaining a solution through the legislature for stable and adequate funding for children, will be a struggle.

XII. Executive Session

President Peterson did not call for an executive session, and adjourned the meeting at 8:43 p.m.

Respectfully submitted,

Pat VerMeulen, on behalf of
Marcy L. Peake, Secretary
Board of Education

KALAMAZOO PUBLIC SCHOOLS
Board of Trustees
1220 Howard Street
January 6, 2010 – Special Meeting

President Peterson called the January 6, 2010 special meeting to order at 7:05 in the Board Room of the Administration Building, 1220 Howard Street. She said the purpose of the meeting was to consider a resolution authorizing the district's participation in the Race to the Top program authorized by the American Recovery and Reinvestment Act of 2009.

Board members present: Ervin Armstrong, Eric Breisach, Liz Henderson, Carol McGlinn, Marcy Peake, Mollie Peterson, and Patti Sholler-Barber. Superintendent Dr. Michael Rice was also present.

Motion: Moved by Eric Breisach, supported by Liz Henderson, to approve the resolution authorizing the district's participation in the Race to the Top program.

Superintendent Rice read the resolution (attached). He reviewed the origin of the federal Race to the Top funding, which is part of the federal economic stimulus package authorized slightly less than a year ago. 4.35 billion dollars of the funding was set aside to go to states, based on the merits of innovative grant proposals, and will be awarded by U.S. Secretary of Education Arne Duncan. Michigan's proposal will allow it to be in competition for the funds. If Michigan is successful in receiving funding, its share could be between \$200 and \$400 million, and Kalamazoo Public Schools could receive \$1.8 million of Michigan's total. Dr. Rice stressed that the Board is being asked to permit Kalamazoo Public Schools to obtain an opportunity to receive those funds, without any guarantee that Michigan will be awarded Race to the Top funds. However, the Governor's actions on behalf of the state and the actions on the part of KPS will give each a better chance of receiving the funding.

Dr. Rice explained that Race to the Top is about four different elements: 1) Higher standards and assessments; 2) Data, and the importance of having strong, timely, and accurate student-level data with which teachers can work to improve instruction to improve student achievement. The data would be available to all in need of that data, on a regular basis; 3) Great teachers and leaders, which includes alternative certification for teachers, merit pay, issues involved with teacher evaluation and seniority, and charter schools and their expansion; and 4) The five percent lowest achieving schools in the state. Dr. Rice expressed concern that a lot needs to be defined in not only the last category, but in the entire program. Many of the details have yet to be demonstrated, and the state's plan has not been finalized or submitted to the federal government. Despite the fact that there are many unknowns, Dr. Rice said that Kalamazoo Public Schools wants to preserve its opportunity to obtain its portion of the funding, while at the same time be sure that this direction is in the best interests of the community and children. He emphasized that the resolution contains language that will allow KPS to opt out down the line should that be necessary. In addition, Dr. Rice pointed out that this is a work in progress at the state level, and there are many good things in the proposal. However, many of the items in the plan are very detailed and don't lend themselves to descriptions or simple labels. Dr. Rice said he is asking the Board for not only the opportunity to preserve the district's right to receive the \$1.8 million in funding, but also for the district's right to opt out of the Memorandum of Understanding if some of the elements of the final plan are of substantial issue. The State Superintendent of Instruction has indicated that it is permissible to do so. Dr. Rice expressed his hope that the state's plan proves to be a substantial improvement in public education.

Board discussion: Trustee Sholler-Barber received confirmation from Dr. Rice that the State of Michigan is in competition with other states for this funding, that this has nothing to do with the way Michigan funds public education, and that the state's plan has not yet been finalized or submitted. She also received confirmation that many states are in competition for these funds, and the decision about which states will receive the funding will be made by the federal government. Trustee Breisach noted that the district's resolution is one page long, and the Memorandum of Understanding is two pages long, which shows its lack of specificity. Therefore, he is glad that the resolution the Board is being asked to approve has an opt out clause. Trustee Henderson received clarification that all of the participating schools' resolutions are due the following day, and that the districts weren't informed of their responsibilities until very late in the process, and were not given adequate time or information by the state to do their work. She added that this resolution can be likened to purchasing a ticket to get into an athletic event, in that we have to follow this process in order to even get a chance to be considered for the funding.

Discussion from the audience: *Millie Lambert, 3922 Croyden Avenue, Kalamazoo Education Association* president, commended the Board for its "daring" in approving the resolution, given little information about the state's plan to go on, and for its willingness to take the chance with the option to back off later. She announced that the KEA regrets that it will not be entering into the Memo of Understanding because it feels that not enough information has been provided by the state to make an informed decision at this time, and the information that has been provided by the state keeps changing. Ms. Lambert thanked Dr. Rice for his understanding of the KEA's decision not to step out at this point. Trustee Breisach clarified that the e-mail communications the KEA has been receiving have been from the State of Michigan, not from KPS sources, and she replied that they have not all been directly from the state, but rather in part from other organizations that are sharing information as developments occur, and in part from the state. Mr. Breisach and Ms. Lambert agreed that neither the district nor the MEA/KEA have any control over this process.

Disposition: Roll call vote: motion carried: 7-yes, 0-no, 0-abstentions.

Ms. Peterson adjourned the meeting at 7:38 p.m.

Respectfully submitted,

Pat VerMeulen, on behalf of
Marcy L. Peake
Board Secretary

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees
FROM: Michael F. Rice, Ph.D.
DATE: January 14, 2010
SUBJECT: Approval of the Attached Purchase Recommendation

RECOMMENDATION: It is recommended that the Board approve the purchases reflected on the attached Purchase Recommendation Data Sheet.

RATIONALE: In general, purchases greater than \$20,998 for supplies, materials and equipment and for building construction, renovation or repair are brought before the Board for approval.

The attached Purchase Recommendation Data Sheet includes all purchases that require approval at this time. Aspects of purchases that are considered significant to the decision-making process are outlined on the data sheets.

KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: January 14, 2010
Request Number: 2010-14
Amount: \$41,321.00

Item: Technology Infrastructure at Loy Norrix High School

Cost Center: 2006 Bond

Cost Center Representative(s) Attending Board Meeting: Al Tyler

Description of Need: This purchase recommendation is for the installation of the technology infrastructure at Loy Norrix High School required for the ceiling mounted projectors.

Vendor: Circuit Electric, Inc.
Byron Center, MI

Number of Proposals Requested: 18

Received: 5

Low Bid Accepted? Yes

Additional Information:

Budget	\$45,000.00
Base Bid	\$36,321.00
Contingency	<u>\$ 5,000.00</u>
	\$41,321.00
Under/(Over)	\$ 3,679.00

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees
FROM: Michael F. Rice, Ph.D.
DATE: January 14, 2010
SUBJECT: Personnel Changes

RECOMMENDATION: It is recommended that the Board approve the following employment changes:

- I. Employment
 - A. Professional/Management
 - Christopher Hathaway, 2M, Music, Hillside Middle School, 01/04/2010
 - Alyse DeMember, 2F, Elementary, Washington Writers' Academy, 01/04/2010
 - Kristen Juskowski, 2F, Elementary, Washington Writers' Academy, 01/04/2010
 - Amy Sweany, 2F, Computer Applications, Milwood Magnet School: Center for Math, Science, and Technology, 01/04/2010
 - B. Classified
 - Lora Kye, 3F, PEEP Paraprofessional, Arcadia Elementary School, 12/15/09
 - Laurie Sayler, 2F, PEEP Paraprofessional, Milwood Elementary School, 12/5/09
- II. Promotions/Key Transfers
 - A. Professional/Management
 - B. Classified
- III. Leaves of Absence
 - A. Professional/Management
 - B. Classified
- IV. Terminations
 - A. Professional/Management
 - B. Classified

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees
FROM: Michael F. Rice, Ph.D.
DATE: January 14, 2010
SUBJECT: Bond Recommendation

RECOMMENDATION: It is recommended that the Board receive the bond committee report.

RATIONALE: The bond committee has worked diligently since October 2009 to prepare a recommendation of bond projects and the bond amount that should be considered for inclusion on the May 4, 2010, ballot. Its recommendation takes into account the district's facilities and equipment needs, as well as the taxpayers' ability to pay.

This is a discussion item. The Board will not be asked for approval at this time. A recommendation and formal ballot language will be presented to the Board during its February 4, 2010, meeting.

Dr. Martha Warfield and Ms. Lisa Kistler served as co-chairs on this committee. Their leadership was excellent, and the district is very fortunate that they were willing to volunteer their time on this highly important project. They are here tonight to present the bond committee report to the Board.

Summary of Capital Needs Listings

Kalamazoo Public Schools

2010 Bond

Recommended Facilities Projects	\$ 27,673,227
Other Recommended Projects	\$ 16,219,285
Expansion of Milwood Magnet and Hillside	\$ 6,579,000
Replacement of Washington Writers' Academy	<u>\$ 11,685,869</u>
	<u><u>\$ 62,157,381</u></u>

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees
FROM: Michael F. Rice, Ph.D.
DATE: January 14, 2010
SUBJECT: Kalamazoo Support Personnel - Agreement for 2009-2010

RECOMMENDATION: It is recommended that the Board of Trustees approve a one-year (2009-2010) contractual agreement between the Kalamazoo Public Schools and the Kalamazoo Support Personnel employee group.

RATIONALE: The 212 members of this employee group play a very important role in our district as paraprofessionals and secretaries. They provide support to students, parents, staff members, and the community.

This agreement has been ratified by the membership and is within the Board of Trustees' parameters.

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees
FROM: Michael F. Rice, Ph.D.
DATE: January 14, 2010
SUBJECT: Grades 9-12 Course and Program Recommendations for 2010-2011

RECOMMENDATION: It is recommended that the Board of Trustees approve the following additions, deletions, and other changes to the high school course and program offerings for incorporation into the 2010-2011 Bulletin of Courses. Actual course offerings are contingent upon budget and scheduling.

GRADUATION REQUIREMENTS

The college readiness course will change from a one semester, one credit course to a one trimester, one-half (0.5) credit course. This change reduces the total number of required credits/courses for graduation from 20.0 to 19.5, and thus increases the number of elective credits needed to reach the total minimum (28) credits required to graduate.

Classes of 2011-2012 (no change)

English	4.0
Mathematics	4.0
Science	3.0
Social Studies.....	4.0
Physical Education	0.5
Health	0.5
Visual, Performing and Applied Arts	1.0
Computer Technology (CIS or SCT)	1.0
College Readiness	1.0
World Language	1.0
Total Required Courses/Credits	20.0
Elective Credits	8.0-10.0

Classes of 2013-2014

English	4.0
Mathematics	4.0
Science	3.0
Social Studies.....	4.0
Physical Education	0.5
Health	0.5
Visual, Performing and Applied Arts	1.0
Computer Technology (CIS or SCT)	1.0
College Readiness	0.5
World Language	1.0
Total Required Courses/Credits	19.5
Elective Credits	8.5-10.5

IMPLEMENTATION OF TRIMESTER SCHEDULE

In the fall of 2010, the Kalamazoo Public Schools will begin a trimester schedule. The trimester schedule will help students meet the state's increased graduation requirements, and provide flexibility in meeting students' needs.

In the trimester schedule, the school year is divided into three, 12-week sections. Grades are issued at the end of each trimester.

One-half (0.5) credit will be awarded for each trimester (12-week) course that is successfully passed. Students are scheduled into five, 70-minute courses per trimester. Students can earn 2.5 credits per trimester for three trimesters per year (7.5 credits total per year). In a four-year high school career, a total of 30 credits can be earned by the time the student graduates. Students need a minimum of 28 credits to graduate.

All one-credit (one semester) courses become two, one-half credit (trimester) courses with an 'A' and 'B' section. In most instances, the prerequisite for the 'B' section of the course is the 'A' section.

GRADE CLASSIFICATION

Increase the minimum number of required credits for classification as:

	<u>From</u>	<u>To</u>	<u>Cumulative Credits Possible</u>
Sophomore	6.0	6.5	7.5
Junior	13.0	13.5	15.0
Senior	20.0	21.0	22.5
<hr/>			
to Graduate:	28.0	28.0	30.0

ADVANCED PLACEMENT COURSES

Delete the following statement found in each AP course description:

~~Students are required to complete a summer assignment prior to the beginning of school. Students that register in the fall, will be required to complete an additional assignment during the first marking period.~~

Replace with the following statement:

Due to the rigor of AP courses, students are strongly encouraged to complete a summer assignment as suggested by the AP teacher. Content from summer assignments will be included on an assessment during the first trimester. A packet with detailed course information is available in the principal's office.

MERIT CURRICULUM ACADEMIC CREDIT

The following EFA courses have been structured to meet the 4th required English requirement:

- Design for Digital Media
- Digital Video and Film
- Theatre Practice and Performance (new title)

WEIGHTED GRADE VALUES

Designate all Advanced Placement (AP) courses, all Academically Talented Youth Program (ATYP) courses, and the following KAMSC courses as weighted:

- KAMSC Advanced Calculus
- KAMSC Advanced Physics
- KAMSC Advanced Computer Science
- KAMSC Organic Chemistry
- KAMSC Biochemistry
- KAMSC Microbiology
- KAMSC Bio-Medical Science
- KAMSC Discrete Mathematics

For each of these courses taken, a student receives an additional 1.0 point in his/her grade point average (GPA).

COURSES:

Add the following **new** courses:

- Figure Drawing – ART
- Folk Art – ART
- Online Collaborative Learning for College and Employment – EFE
- Advanced Art and Design Career Skills – EFE
- Computer I-Net+ - EFE
- Computer Linux (Security+/Linux+) - EFE
- AP Statistics - MATH
- Algebra I Yearlong – MATH
- Advanced Mixed Chorus – MUSIC
- Environmental Science - SCIENCE

Delete the following courses:

- Assemblages and Construction - ART
- Cartoon/Comic Drawing - ART
- Commercial Design - ART
- Fashion Design - ART
- Interior Design – ART
- School Store: Knight Gallery Café – MARKETING/BUSINESS ED.
- Pharmacy Technician – EFE (off-site)
- Literary Magazine Publications - ENGLISH
- ESL IV – ENGLISH AS A SECOND LANGUAGE
- Drumline – MUSIC
- Jazz Lab Band – MUSIC
- Choir – MUSIC
- Music Theory and Literature – MUSIC

- Vocal Jazz Chorale – MUSIC
- Lifesaving – PHYSICAL ED.
- Career-Oriented Biology – SCIENCE
- Spanish V – WORLD LANGUAGES

COURSE DESCRIPTIONS

All course descriptions have been modified to fit into the trimester schedule. Modifications may include change in course title, course description, credit value, and change in prerequisite.

RATIONALE:

These recommendations are being made at this time as we move towards implementation of the trimester schedule in the fall of 2010.

**POLICY
of the
BOARD OF EDUCATION
KALAMAZOO PUBLIC SCHOOLS**

8.1 Equal Employment Opportunity

Policy

The District is committed to the fair treatment of and equal opportunity for all applicants and employees in all categories of employment in the District regardless of religion, race, color, national origin, age, sex, pregnancy, gender identification, height, weight, familial status, marital status, sexual orientation, disabilities, or other legally protected factors except where age, sex, or physical requirements constitute a bona fide occupational qualification necessary to proper and efficient performance of the duties and responsibilities inherent in the position.

Adopted: March 13, 2003

Revised: December 11, 2003

October 11, 2007; friendly amendment approved October 25, 2007

Draft for Second Reading January 14, 2010

This policy supersedes all other policies on this issue.