

KALAMAZOO PUBLIC SCHOOLS  
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December 9, 2011

**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, December 15, 2011 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 staff 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  
December 15, 2011 – 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**  
December 1, 2011 – Regular Meeting
  - B. Business and Financial Reports**  
Purchase Recommendation 2012-10
  - C. Personnel Items**  
Personnel Changes
  - D. Other**
- VIII. Persons Requesting to Address the Board (3 minutes individual limit)**
- IX. Reports and Recommendations**
  - A. Recommendation for Resolution to Pay up to 80% of the Cost of Medical Plans
  - B. Recommendation for Service Consolidation Plan Resolution
  - C. Policyholder Resolution
  - D. Approval of Grades 9-12 Course and Program Changes Recommendation for 2012-2013
- X. Other Business**  
Approval of Revision to Policy 7.6 Grant Applications
- XI. Comments by Trustees/Superintendent**
- XII. Executive Session (if needed)**

**Next Regular Board of Education Meeting: Thursday, January 12, 2012**

KALAMAZOO PUBLIC SCHOOLS  
Board of Education  
1220 Howard Street  
December 1, 2011 – Regular Meeting

**I. Call to Order**

President Patti Sholler-Barber called the December 1, 2011 regular Board of Education meeting to order at 7:07 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: Jennie Hill, Carol McGlenn, Marcy Peake, Patti Sholler-Barber, Mark Totten, and Dr. Martha Warfield. Absent: Ervin Armstrong. Superintendent Dr. Michael F. Rice was present.

**IV. Announcements and Recognitions**

Executive Director of Communications Alex Lee recognized the following turn-around students: from Milwood Elementary School Gracie Acord, grade 2, and Khanyé Greene-Little, grade 3; from Edison Environmental Science Academy Jaquelyn Castillo-Bonilla, grade 5; and from Hillside Middle School Doreisha Reed, grade 8.

Milwood Elementary School Principal Sara Glendening was in attendance and introduced teachers Kelly Moore, Cresenda Blasingame, and Jenna Castran. Edison Environmental Science Academy Principal Chuck Tansey was in attendance and introduced teacher Linda Spicketts. Hillside Middle School Principal Gloria Foster-Wimbley was in attendance and introduced Assistant Principal Melinda Tison.

The students' parents, family members, and friends in the audience were also recognized.

Mr. Lee announced that the National Inclusive Week is the week of December 5. He noted that Kalamazoo Public Schools includes students with disabilities in the general education curriculum, setting, and extra-curricular activities, and that the KPS staff cares about all of our students.

Mr. Lee concluded by announcing that Loy Norrix 1996 graduate Meredith Arwady has received her first grammy nomination for best opera recording. He then turned the floor over to Superintendent Dr. Michael Rice for further good news.

Dr. Rice announced that, as we were recognized for Leadership in Energy and Environmental Design (LEED) Gold Certification at Prairie Ridge Elementary School, we have likewise been recognized for LEED Gold Certification for Linden Grove Middle School.

Deputy Superintendent of Business, Communications, and Operations Gary Start introduced Arnie Mikon from TowerPinkster's leadership team. Mr. Mikon, on behalf of both TowerPinkster and CSM, recognized the vision of Dr. Rice, the Board of Trustees, Gary Start, Al Tyler, and Karen Jackson in moving the project forward to the point of receiving the award, and thanked them for the continuing relationship with Kalamazoo Public Schools. He read from a letter received from the U.S. Green Building Council, which stated in part, "LEED Certification identifies Linden Grove Middle School as a pioneering example of sustainable design, and demonstrates your leadership in transforming the building industry." Mr. Mikon concluded his remarks by stating that

in the State of Michigan there are two LEED Gold Certified K-12 projects, and they are both in Kalamazoo Public Schools. He then presented the Board with two plaques.

Dr. Rice thanked TowerPinkster, CSM, and Al Tyler and Karen Jackson of KPS Facilities Management for their excellent work on the two new school buildings in the district, and also the renovations and additions that have been completed or are soon to be completed.

Patti Sholler-Barber concurred with Dr. Rice, stating that the leadership within KPS and the finding of a professional firm with the same values and goals shows that we are leading by example.

## **V. School Reports/Committee Reports**

### **Committee Reports**

Budget Committee – *Carol McGlinn, chair*, stated that the audit was discussed at the last meeting, and that the Washington Writers' Academy information would be presented later during this meeting. She advised that the committee is scheduled to meet again on December 20.

Curriculum Committee – *Marcy Peake, chair*, reported that the committee did not meet in November; however, it will meet again on December 14.

Evaluation & Accountability Committee – *Dr. Martha Warfield, chair*, reported that the committee met on November 7, and will meet again on December 5.

Policy Committee – *Ervin Armstrong, chair*, was absent; however, Marcy Peake stated that the committee will meet again on December 20.

Legislative Liaison – *Carol McGlinn, representative*, had no report.

Teaching and Learning Council – *Patti Sholler-Barber, representative*, stated that the next meeting is on December 8.

Communities in Schools of Kalamazoo – *Carol McGlinn, representative*, had no report.

Wellness Committee – *Jennie Hill, representative*, stated that the committee has initiated the 12 Days of Wellness, which is an easy 12-day challenge to help keep everyone on track and healthy during the holidays. She advised that the information has been given to all KPS employees. Ms. Hill reported that the cooking demonstration given by Chef Shaun was very successful, and that another demonstration may be scheduled. She concluded by advising that the Wellness Committee would not have a meeting in December, and that its next meeting will be January 19.

### **School Reports**

None.

## **VI. Correspondence**

Secretary Peake reviewed the correspondence received for the period of November 10 through December 1, 2011. (File #9.)

## **VII. Consent Calendar**

President Sholler-Barber presented the Consent Calendar items: VII.A. November 10, 2011 Regular Meeting Minutes, VII.B. Purchase Recommendation 2012-09, VII.C. Personnel Changes, and VII.D. Board Member Expense Summary Report.

Deputy Superintendent of Business, Communications, and Operations Gary Start reviewed the purchase recommendation 2012-09 for playground equipment for Northglade Montessori Magnet School in the amount of \$42,939.00 from 2010 bond funds.

**MOTION:** Implied to approve the Consent Calendar as presented.

**Disposition:** Voice vote: motion carried, 6-yes, 0-no, 0-abstentions.

#### **VIII. Persons Requesting to Address the Board**

None.

#### **IX. Reports and Recommendations**

##### **A. Recommendation - Construction of Washington Writers' Academy**

Superintendent Rice reported that in 2010 the citizens of Kalamazoo approved a bond issue that included the replacement of Washington Writers' Academy. He stated that a considerable amount of time has been spent investigating the possibilities for this replacement, and the recommendation is now in front of the Board this evening. Dr. Rice then introduced Deputy Superintendent Gary Start.

Deputy Superintendent Start reported that this is the third major building project in a relatively short period of time, and that he is looking forward to the construction of Washington Writers' Academy. He stated that he wants the students and community to be just as proud of the new Washington Writers' Academy as they are of Prairie Ridge Elementary School and Linden Grove Middle School.

Deputy Superintendent Start stated that a programming committee has been meeting for many months to make preliminary recommendations about space needs in the new Washington Writers' Academy, and that when the original budget for the bond was developed, it was assumed that the new building would be the same square footage as the existing building. He stated that the committee determined that the building should optimally be approximately 5,000 square feet larger due to the anticipated increase in enrollment and the related need for more classrooms. Mr. Start advised that if we start with four kindergarten classrooms, we would also need four classrooms each for grades 1, 2, and 3, and three classrooms each for grades 4 and 5, and that this additional square footage would cost approximately \$1 million above the original estimate. He said other matters taken into consideration by the programming committee included that the current three-story building is not as conducive to learning and education as a two-story building would be.

Deputy Superintendent Start stressed that the programming committee had to consider both budget alternatives and historic preservation interests, so it asked architectural and engineering firm TowerPinkster and construction manager CSM to design and project the cost of two approaches: the first would retain the shell of the existing three-story building, and the second would demolish all of the building except the gym. He said that when TowerPinkster and CSM presented their findings to the programming committee, it was pointed out that keeping the existing three-story structure would cost an additional \$1.4 million, beyond the \$1 million shortfall for additional square footage. Deputy Superintendent Start stated that, based on this information, all members, including those who had expressed an interest in keeping the three-story structure, recommended that the entire building, with the exception of the gym, be replaced.

Mr. Start concluded his report by advising that the programming committee made a recommendation that the bidding process include an alternate bid opportunity, with the base bid

including square footage that approximates the existing square footage, and the alternate bid including the existing square footage plus the addition of five more classrooms. He said that, with this approach, the decision about the size of the building could be determined after the actual bids are available. Mr. Start reported that, upon hearing the results of the study and this rationale, the Board Budget Committee concurred with this recommendation.

**MOTION:** Moved by Trustee McGlinn, seconded by Trustee Warfield, to approve the Recommendation – Construction of Washington Writers’ Academy

Board discussion:

*Marcy Peake* asked the following questions: How was the programming committee formed? Who was on it? What funding source is paying for this construction?

*Gary Start* responded that the 2010 bond is paying for the construction, and that the programming committee consisted of a former board member, administrators, parent input, Facilities Management personnel, construction manager, and architects. He continued that the next stage is design, and the committee will be expanded. He stated that there were 13-14 members on the programming committee, with at least 2-3 of them having very strong feelings to keep the current building. Mr. Start advised that direction from the Board is now needed on how to proceed with the design.

*Mark Totten* asked for clarification regarding the need for five additional classrooms.

*Gary Start* explained that if we start with four kindergarten classrooms, there will also be a need for four classrooms each for grades 1, 2, and 3, and then three classrooms each for grades 4 and 5.

*Mark Totten* then asked if this projected increase in enrollment is based on the fact that we are one of the few districts with a growing enrollment.

*Dr. Rice* replied that the district has had a 24% increase in enrollment over the past six years, and the two newest buildings in the district, Prairie Ridge Elementary School and Linden Grove Middle School, have the largest enrollment for elementary schools and middle schools, respectively, in the district.

*Jennie Hill* asked if the architectural style of the new building will be in keeping with the neighborhood, and said that she loves the look and style of the current building.

*Gary Start* replied that this will be a major focus of the design committee, and noted that we need to make sure that the new building ties in well with the neighborhood, and that the community members are proud of the building.

*Carol McGlinn* noted that the original building is three stories, and asked if the new one will also be three stories.

*Gary Start* explained that a three-story building does not provide needed sight lines in order to keep track of students, but that a two-story building does, and also requires less time on stairs for the elementary students.

*Carol McGlinn* then asked if there are materials in the original building that could be salvaged and used in the new building.

*Gary Start* replied that he thinks that may be possible, but we cannot know specifically until the committee is farther along in the design stage. He explained that the committee has an interest in keeping the look of the building consistent with the neighborhood.

*Patti Sholler-Barber* stated that this neighborhood has a very special place in her heart, and she wants to see respect for the former structure as much as possible; however, she added that Board

trustees must also be good stewards of bond money entrusted to them by the citizens who approved the 2010 bond. Ms. Sholler-Barber stated that it is her expectation that the exterior design of this building will embrace and respect the neighborhood in which it is located.

*Dr. Martha Warfield* stated that she remembers the campaign for the 2010 bond, and how important it was to the community that we have a school in that neighborhood of which people can be proud and about which they feel good.

Audience comments:

*Kurt Aardema, 1451 West Maple Street, Kalamazoo*, stated that he is concerned about replacing a historic building, and noted that Washington Writers' Academy is the anchor of that neighborhood. He stated that, with proper maintenance, he thinks the current building could last a lot longer. Mr. Aardema complimented the Board on receiving the LEED Gold Certification for Linden Grove Middle School; however, he noted that when Washington Writers' Academy is torn down, all that brick and terracotta will go to a landfill. He stated that he understands that the cost difference is substantial; however, he asked the Board to consider giving bidders the option to rebuild instead of just to replace the current structure, as there may be a company that can make this work as a renovation at the same cost as replacement.

*David Brose, 1805 Waite Avenue, Kalamazoo*, stated that he has lived in Kalamazoo for 3½ years, and that he is impressed with the respect that the city and all its agencies show to the fabric of this community. He noted that The Pantheon in Italy is still standing after 2000 years, and that people found a way to re-use it so it anchored an area and a country. He agreed that we do not have the option to spend money carelessly; however, he urged the Board to look carefully at options for adapting this building to a new generation, not just simply for the future, but for the present to restore that neighborhood. Mr. Brose concluded his remarks by asking that the Board keep that distinctive architecture in place.

*Barbara Brose, 1805 Waite Avenue, Kalamazoo*, stated that some people are not attuned to renovating old buildings, and urged the Board to get bids from people who do renovations. She said it means a lot to children to be in historic buildings, and noted that the Battle Creek School Board made a conscious effort to renovate rather than replace Fremont School, which she had attended as an elementary school student.

*Craig Herschleb, 922 Lane Boulevard, Kalamazoo*, stated that he lives one block away from Washington Writers' Academy, was on the 2010 bond committee, and campaigned for a new Washington Writers' Academy, and noted that people were excited about a brand new school. He stated that he has been an involved parent at Washington Writers' Academy for eight years, and that the building should be replaced. He noted that the layout is not conducive to education, and that the PEEP program is currently in an outside building. Mr. Herschleb concluded his remarks by reminding the Board that as the Promise District, it is our responsibility to prepare students for college, and it starts with the PEEP students all the way through graduation from high school.

*Rodger Parzyck, 121 Bulkley, Kalamazoo*, stated that he wants to start a movement to save the school. He stated that replacing the building will start a precedent with other historic school buildings. He noted he had a lot of respect for TowerPinkster, but that perhaps TowerPinkster hadn't done renovations of historic school buildings. Mr. Parzyck urged the Board to send out bids to companies that do renovations, and stated that perhaps there is grant money available to offset the increased cost. He reminded the Board that not only must it be good stewards of the bond monies, but also good stewards of the historic resources we have in our community. He concluded

that students can be proud of historic buildings as well as brand-new buildings, and that sometimes a new building doesn't fit in a neighborhood.

*Mark Reid, 1205 Bunker Hill Drive, Kalamazoo*, stated that he has been a staff member at Washington Writers' Academy for over 10 years, and teaches second grade. He said that the structure of the current three-story building does not work as it should for education, and that there is not enough space in the current building. He said that his understanding from listening to community members and fellow educators is that what was voted for was a new Washington Writers' Academy building, not a reconstruction. Mr. Reid also noted that when you renovate, you have no idea what you will find in a building that was built in 1919, and that the actual cost difference could be much higher than the \$1.4 million estimate.

*Bill Wells, President of the Edison Neighborhood Association*, stated that he concurs with all the different viewpoints expressed, and that he is also concerned about the aesthetics of the neighborhood. He said that he is confident that the Board will do what is best for the students and the community. Mr. Wells advised that the Edison Neighborhood Association would like to have input into the design, and is excited about the future of Washington Writers' Academy and the neighborhood as a whole, and that he looks forward to working with the Board in the process.

*Dr. Rice* stated that four of the many members on the committee that made this recommendation included Barbara Witzak, long-time principal of Washington Writers' Academy; Liz Henderson, former Board member; John Klein, former principal of Washington Writers' Academy; and Craig Herschleb, former PTO President at Washington Writers' Academy. He also noted that Micole Dyson, current principal of Washington Writers' Academy, was in attendance.

*Carol McGlinn* thanked everyone for coming out and having this important discussion, and advised that she does not take these decisions lightly. She stated that the Board looks at every building and what it is going to do with it. Ms. McGlinn explained that the decision tonight does not reflect what will happen in the future, because each building has its own unique features and difficulties.

*Patti Sholler-Barber* agreed with Trustee McGlinn, and stated that the points brought forward are valid and important, and that the Board welcomes the partnership of the neighborhood and those who have an interest. She noted that this is not a pristine 1919 building, but that it is a building that has been altered throughout its many years, and that some of those alterations are causing safety issues. She also reminded everyone that we have an estimate of a difference of \$1.4 million to renovate the existing building rather than to build new, but as in any renovation project, hidden issues may be uncovered that will increase the cost. Ms. Sholler-Barber assured everyone that the Board members take great pride in the city and its historic buildings and neighborhoods, and that the design of the new structure will be respectful of the neighborhood and the community.

*Marcy Peake* asked if the language in the 2010 bond was specific to building a new building. *Gary Start* responded that he believes it said "substantially replace," and that most people that voted believed we were replacing all of Washington Writers' Academy.

*Marcy Peake* then asked how much it would change the timeline to get alternate bids to renovate rather than build new.

*Jim Ross, 3200 South 8<sup>th</sup> Street*, representing TowerPinkster and CSM, explained that two different sets of documents would have to be developed, each set taking 6-9 months to complete, as it would be difficult to do concurrently, and the cost would be approximately \$300,000 to \$400,000.

He noted that the process is supposed to begin some time after the first of the year, so it would definitely set the project back.

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

**B. Grades 9-12 Course and Program Changes Recommendations for 2012-2013 – First Reading**

Dr. Rice explained that the Board conducts two readings of the grades 9-12 course and program recommendations each year to allow time between readings for Board members to be clear about the recommendations coming forward at the high school level.

Assistant Superintendent of Teaching and Learning Services Barbara Witzak thanked the high school deans and teachers, and the staff of Teaching and Learning Services that participated in this process. She explained that changes ranged from renaming or adding to the title of a course, to removing or changing prerequisites, to adding entirely new courses. She read the titles of the new courses and reviewed the changes to course prerequisites, titles, and sequencing. Ms. Witzak also stated that language was added to help guide students taking online courses, and an additional statement was added regarding dual enrollment at Western Michigan University (WMU) and Kalamazoo College due to the increased cost in tuition.

Board discussion:

*Carol McGlinn* asked if the new AP Government Politics class covers the government requirement.

*Barbara Witzak* replied that that was correct, and students now have two choices about which they can take for the requirement.

*Carol McGlinn* then asked if KPS is going to pay only a part of the WMU and Kalamazoo College tuition increase.

*Barbara Witzak* explained that the state has a recommended formula that KPS follows, and the tuition at both WMU and Kalamazoo College exceeds the amount generated by that formula, so parents are asked to pay the difference.

*Carol McGlinn* asked how the new course *Young Entrepreneurship* had been developed.

*Barbara Witzak* stated that the Business Education Department brainstormed to make sure that we have courses that are meeting the interests of our students, and are providing what they will need for the future.

*Carol McGlinn* asked if the information regarding online courses was a change or a clarification.

*Barbara Witzak* responded that it was a clarification about how to enroll and the correct procedures to be followed.

*Patti Sholler-Barber* expressed her appreciation that we keep tweaking this to make it better, and noted that even in the face of the financial uncertainty in school funding, there is a spirit of renewal. She also stated her appreciation for the increase in AP offerings, and the assistance received from Education For Employment (EFE) and Education For the Arts (EFA) in course descriptions.

*Dr. Martha Warfield* questioned the dual enrollment cost increase going to parents, and asked if that was something the Promise would pay.

*Barbara Witzak* explained that the Promise only pays for college courses once a student has graduated from high school.

*Dr. Warfield* also asked if there were any resources available for a family that cannot pay the increase in tuition.

*Barbara Witzak* responded that they would certainly look into that.

*Dr. Rice* thanked Assistant Superintendent of Teaching and Learning Services *Barbara Witzak*, Director of Elementary Education *Dr. Zaheerah Shakir-Khan*, Director of Secondary Education *Nkenge Bergan*, and the entire team for the work done on the Grade 9-12 Course and Program changes.

Audience comments:

None.

## **X. Other Business**

### **Revised Policy 7.6 – Grant Applications – First Reading**

Superintendent Rice explained that the policies for first reading are introduced, discussed, and modified accordingly, and then brought back for a second reading and vote. Dr. Rice read the proposed revised policy 7.6 – Grant Applications into the record:

#### **Policy**

*The District will actively seek supplemental grant funding, balancing the benefits of each grant with unfunded costs imposed by the grant.*

#### **Specifics**

- 1. The District will review significant grant applications with the Board, where practicable, prior to their submission and prior to final acceptance of a significant grant.*
- 2. The District will annually provide to the Board in public session a summary of grants awarded, including the total amount of the grant and costs incurred but not funded by the grant.*
- 3. In the event of unsolicited grant proposals or partnerships, the District will only consider those brought forward with adequate time for review.*

Board discussion:

None.

Audience Comments:

None.

## **XI. Comments by Trustees**

*Trustee Carol McGlinn* stated that Parkwood-Upjohn Elementary School has a new section of playground for younger students, and that the PTO helped with the installation. She also commented that both she and Trustee Hill had spent many hours on that playground.

*Trustee Mark Totten* congratulated the students and staff that put on *Beauty and the Beast* at Kalamazoo Central High School, and noted that it was a great production.

*Vice-President Dr. Martha Warfield* joked that she hopes Trustee McGlinn and Trustee Hill don't hurt themselves playing on the new Parkwood-Upjohn Elementary School playground.

*Secretary Marcy Peake* had no comments.

*Trustee Jennie Hill* stated that she also enjoyed the Kalamazoo Central High School production, and also the *Disney Review* at Loy Norrix High School. She reminded everyone that it is the holiday season, and to remember to give of your time for kids.

*President Patti Sholler-Barber* mentioned that the Parkwood-Upjohn Hoopla was recently held at Milwood Magnet School: A Center for Math, Science and Technology, and that it was a great time for parents and students, which included the participation of Dr. Rice. She also stated that the Loy Norrix and Kalamazoo Central musical productions were a delight, and that she is continually awed by the courage of anyone to stand and sing onstage. Ms. Sholler-Barber expanded on Trustee Hill's reminder about the holiday giving season by mentioning that donations to the First Day Shoe Fund, KCIS, or other such organizations would help our students. Ms. Sholler-Barber concluded her remarks by noting that the vote on Washington Writers' Academy was a difficult one, and that the money issue helped the Board make the final decision. She reassured everyone that the Board in no way would show disrespect to the neighborhood or to historical preservation; however, the condition of the building makes it impractical to renovate rather than replace.

#### **Comments by the Superintendent**

Dr. Rice stated that we seem to have gotten away from the power of reading, and noted that 150 years ago some people were not allowed to learn to read. He stated that it seems extraordinary to him that today we are striving so hard to develop a strong literacy background in children, when decades ago, this was something that was routinely withheld. He reminded everyone that the gift that will keep on giving is to work with children on literacy, give books, read books with children, and discuss the books. Dr. Rice noted that during the week of January 16 the family literacy program and two parent education programs, one for the parents of newborns and one for the parents of 3-4 year olds, will begin at these six sites: Trenches Community Church and Open Door Ministries on the east side, New Genesis on the north side, Hispanic-American Council and Boys and Girls Club on the south side, and Bible Baptist Church on the west side. He concluded his remarks by stating that these programs are an important part of community building.

President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, December 15, 2011 at 7:00 p.m.

#### **XII. Executive Session**

President Sholler-Barber did not call for an executive session, and adjourned the meeting at 8:32 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary  
on behalf of Marcy L. Peake,  
Secretary, Board of Education

KALAMAZOO PUBLIC SCHOOLS  
Office of the Superintendent

TO: Board of Trustees  
FROM: Michael F. Rice, Ph.D., Superintendent  
DATE: December 15, 2011  
SUBJECT: Approval of the Attached Purchase Recommendation

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

RATIONALE: In general, purchases greater than \$21,825 for supplies, materials, equipment, building construction, renovation, or repair are brought before the Board for approval.

The attached Purchase Recommendation Data Sheet includes a purchase that requires approval at this time. Aspects of the purchase that are considered significant to the decision-making process are outlined on the data sheet.

**KALAMAZOO PUBLIC SCHOOLS**  
**PURCHASE RECOMMENDATION DATA SHEET**

**Board Meeting Date:** December 15, 2011  
**Request Number:** 2012-10  
**Amount:** \$31,206.00

**Item:** Three (3) 42' wide by 42' long by 1.25" thick Actionite<sup>®</sup> Wrestling Mats @ \$10,402.00 each

**Cost Center:** 2006 Bond

**Cost Center Representative(s) Attending Board Meeting:** Terri Aman

**Description of Need:**

The wrestling mats at Loy Norrix High School and Hillside Middle School are past their useful life and must be replaced.

**Vendor:** Action Athletic Equipment  
3144 21<sup>st</sup> St.  
Zion, IL 60099

**Number of Proposals Requested:** 3    **Received:** 3

**Low Bid Accepted?** Yes

**Additional Information:**

Cost includes freight and delivery.

KALAMAZOO PUBLIC SCHOOL  
Office of the Superintendent

TO: Board of Trustees

FROM: Michael F. Rice, Ph.D., Superintendent

DATE: December 15, 2011

SUBJECT: Personnel Changes

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

- I. Employment
  - A. Professional/Management  
Benjamin Daneman, .4 Music/Computer, Milwood Magnet School: A Center for Math, Science and Technology, 11/28/2011  
Jessica Obado, English, Loy Norrix High School, 11/28/2011  
Allison Rotzien, English, Kalamazoo Central High School, 11/28/2011
  - B. Classified  
Norma Vega, Special Education Paraprofessional, Milwood Elementary School, 11/28/2011
- II. Promotions/Key Transfers
  - A. Professional/Management
  - B. Classified
- III. Leaves of Absence
  - A. Professional/Management
  - B. Classified
- IV. Terminations
  - A. Professional/Management  
Suzanne Elliott, Spanish, Kalamazoo Central High School, 12/02/2011; resigned  
Joseph Tekelly, English, Milwood Magnet School: A Center for Math, Science and Technology, 12/02/2011; resigned  
Alonzo Stahlbusch, Academically Talented, Community Education Center, 6/16/2012; retirement  
Seth Weldon, Social Studies, Kalamazoo Central High School, 12/02/2011; resigned
  - B. Classified

Termination From Leave Of Absence

  - A. Professional Management  
Shannon Putnam, Elementary, 11/30/2011; resigned

B. Classified

KALAMAZOO PUBLIC SCHOOLS  
Office of the Superintendent

TO: Board of Trustees  
FROM: Michael F. Rice, Ph.D., Superintendent  
DATE: December 15, 2011  
SUBJECT: Resolution to Pay up to 80% of the Cost of Medical Plans

RECOMMENDATION: It is recommended that the Board adopt the attached resolution to pay up to 80% of the total annual costs for all of the medical benefit plans.

RATIONALE: Public Act (PA) 152 requires the district to establish specified dollar caps for district payments to health insurance plans, unless it elects to pay up to 80% of the total annual costs for all of the medical benefit plans it offers or contributes to for its employees. The 80% option must be approved by a vote of the majority of the Board of Trustees.

The district employee groups are already contributing 20% toward the cost of their insurance. Accordingly, this second approach is better suited for the district's existing practice of employee contributions.

**KALAMAZOO PUBLIC SCHOOLS  
RESOLUTION TO PAY UP TO 80% OF THE TOTAL  
ANNUAL COSTS FOR ALL OF THE MEDICAL BENEFIT PLANS**

**WHEREAS**, Public Act (PA) 152, known as the “Publicly Funded Health Insurance Contribution Act,” requires that a public employer pay no more than a total amount equal to \$5,500.00 times the number of employees with single person coverage, plus \$11,000.00 times the number of employees with individual and spouse coverage, plus \$15,000.00 times the number of employees with family coverage, for a medical benefit plan coverage year beginning on or after January 1, 2012; and

**WHEREAS**, the foregoing requirements of PA 152 are known as “hard caps;” and

**WHEREAS**, Section 4 of PA 152 allows the employer to elect to pay up to 80% of the total annual costs for all of the medical benefit plans it offers or contributes to for its employees as an alternative to the “hard caps;” and

**WHEREAS**, Section 4 requires a majority vote of the public employer’s governing body in order to elect the alternative to the “hard caps;” and

**WHEREAS**, Kalamazoo Public Schools intends to use the action indicated in this resolution as one of the best practice incentives required for an amount equal to \$100 per pupil incentive payment;

**NOW THEREFORE BE IT RESOLVED**, that The Kalamazoo Public Schools Board of Education elects to pay up to 80% of the total annual costs for the medical benefit plans it offers or contributes to for its employees.

Dated: December 15, 2011

Attested by:

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Patti Sholler-Barber, President  
Kalamazoo Public Schools Board of Education

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Marcy L. Peake, Secretary  
Kalamazoo Public Schools Board of Education

KALAMAZOO PUBLIC SCHOOLS  
Office of the Superintendent

TO: Board of Trustees  
FROM: Michael F. Rice, Ph.D., Superintendent  
DATE: December 15, 2011  
SUBJECT: Service Consolidation Plan

RECOMMENDATION: It is recommended that the Board adopt the attached service consolidation plan resolution.

RATIONALE: MCL 388.1622f(1) requires the Board to adopt the provisions of this resolution if it intends to use the service consolidation plan to reduce school operating costs as one of the so-called best practice incentives required for the \$100 per pupil incentive. Kalamazoo Public Schools has a long history of cooperating with other districts to reduce cost. It will continue existing practices, and will investigate additional opportunities to reduce costs through service consolidation and cooperation.

**KALAMAZOO PUBLIC SCHOOLS  
SERVICE CONSOLIDATION PLAN RESOLUTION**

**WHEREAS**, MCL 388.1622f(1)(c) requires that a district enter into an agreement with the Michigan Department of Education (MDE) if the district intends to use the service consolidation plan to reduce school operating costs as one of the best practice incentives required for an amount equal to \$100 per pupil incentive, if the district satisfies at least four out of the five requirements not later than June 1, 2012; and

**WHEREAS**, the Kalamazoo Public Schools' local school board has been involved with sharing services in the past; and

**WHEREAS**, the district continues to pursue additional new opportunities for the consolidation of services; and

**WHEREAS**, the Kalamazoo Public Schools intends to use the service consolidation plan as one of the best practice incentives required for an amount equal to \$100 per pupil incentive payment;

**NOW THEREFORE BE IT RESOLVED**, that the Kalamazoo Public Schools intends to enter into an agreement with the Michigan Department of Education under the umbrella of the Kalamazoo Regional Education Service Agency Local District Service Consolidation Plan to be updated annually no later than February 1 of each fiscal year.

Dated: December 15, 2011

Attested by:

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Patti Sholler-Barber, President  
Kalamazoo Public Schools Board of Education

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Marcy L. Peake, Secretary  
Kalamazoo Public Schools Board of Education

KALAMAZOO PUBLIC SCHOOLS  
Office of the Superintendent

TO: Board of Trustees  
FROM: Michael F. Rice, Ph.D., Superintendent  
DATE: December 15, 2011  
SUBJECT: Policyholder Resolution

RECOMMENDATION: It is recommended that the Board adopt the attached Resolution for the Designation of the Board of Education of the Kalamazoo Public Schools as policyholder for Employee Group Health Care Insurance and Medical Plan Benefits.

RATIONALE: MCL 388.1622f(1) requires the Board to adopt the provisions of this resolution if it intends to use policyholder status as one of the four so-called best practice incentives required for the \$100 per pupil incentive.

**KALAMAZOO PUBLIC SCHOOLS  
RESOLUTION FOR THE DESIGNATION OF THE BOARD OF EDUCATION OF THE  
KALAMAZOO PUBLIC SCHOOLS AS POLICYHOLDER FOR EMPLOYEE GROUP  
HEALTH CARE INSURANCE AND MEDICAL PLAN BENEFITS**

**WHEREAS**, Section 15(3)(a) of the Public Employment Relations Act (PERA) provides that a public school employer shall determine who is or will be the policyholder of an employee group insurance benefit without collective bargaining, insofar as it states that: “Collective bargaining between a public school employer and a bargaining representative of its employees shall not include” certain delineated subjects, among them “who is or will be the policyholder of an employee group insurance benefit,” MCL §423.215(3)(a); and

**WHEREAS**, the Board of Education of Kalamazoo Public Schools desires to declare itself the policyholder of all employee group insurance; and

**WHEREAS**, Section 22f of the State School Aid Act, MCL §388.1622f(1) includes the payment of financial incentives to districts meeting certain financial best practices, one of which is that: “If a district provides medical, pharmacy, dental, vision, disability, long-term care, or any other type of benefits that would constitute a health care services benefit, to employees and their dependents, the district is the policyholder for each of its insurance policies that covers 1 or more of these benefits.” MCL §388.1622f(1)(b); and

**WHEREAS**, the district has determined that it is also in its best interest to designate the Board of Education of Kalamazoo Public Schools as the policyholder for group health care insurance (including medical and pharmacy) benefits for all district employees in part to further the district’s efforts to qualify for the payment of financial incentive funding pursuant to Section 22f of the State School Aid Act, MCL §388.1622f(1)(b); and in part to make decisions relating to group health care and medical plan benefits, consistent with the district’s collective bargaining obligations, and to comply with applicable laws (such as 2011 PA 152); and

**WHEREAS**, the Michigan Department of Education’s “Guidance on Financial Best Practices Incentive, Section 22f,” issued on June 30, 2011, provides that, to meet the best practice requirement listed at MCL §388.1622f(1)(b), referred to as “Requirement B,” the Board of Education must “certify that it is the policyholder on all of the health care benefit policies it covers on behalf of employees,” and that “[a]n example of evidence for this would be each district insurance policy or employer participation agreement showing that it is the designated policyholder;”

**NOW THEREFORE BE IT RESOLVED**, that:

- This Board of Education designates itself as the policyholder for group health care insurance benefits for all district employees for medical, pharmacy, dental, vision, disability, and any other type of benefit that would constitute a health care services benefit and, under the authority of Section 15(3)(a) and 15(4) of the PERA, specifically does so with respect to employees represented by a collective bargaining agent.
- This Board of Education furthermore authorizes the Superintendent or designee to execute employer participation agreements and/or other documentation that shows that this Board of Education is the designated policyholder for each of the insurance policies the district provides for its employees and their dependents for medical, pharmacy, dental, vision, disability, and other types of health care services or medical plan benefits (if any) within the meaning of MCL §388.1622f.

- This Board of Education also authorizes the Superintendent or designee to make such decisions relating to group health care insurance and medical plan benefits as may be consistent with the district's collective bargaining obligation, and necessary to effectuate the district's compliance with applicable laws (such as PA 152) and to be eligible for future state funding.

Dated: December 15, 2011

Attested by:

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Patti Sholler-Barber, President  
Kalamazoo Public Schools Board of Education

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Marcy L. Peake, Secretary  
Kalamazoo Public Schools Board of Education

KALAMAZOO PUBLIC SCHOOLS  
Office of the Superintendent

TO: Board of Trustees  
 FROM: Michael F. Rice, Ph.D., Superintendent  
 DATE: December 15, 2011  
 SUBJECT: Grades 9-12 Course and Program Recommendations for 2012-2013

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 2012-2013 Bulletin of Courses. Actual course offerings are contingent upon budget and scheduling.

**BUSINESS EDUCATION**

Add the following new course:

- Young Entrepreneurs of the Future

Change title for the course:

- Strategic Computer Technology (SCT) to Computer Applications

**EDUCATION FOR THE ARTS**

Change title for the course:

- Digital Video and Film, to Film and Video Arts

**EDUCATION FOR EMPLOYMENT**

Delete the following EFE courses:

- Computer Dynamic Web Programming
- Computer Network Administration (Network +)

Change title and course description for the following courses:

- Early Childhood Education to Teacher Education – Early Childhood
- Machine Tool to Computerized Manufacturing

Change title for the following course:

- Teacher Cadet to Teacher Education

Change course description for the following courses:

- Animal Technology
- Computer Technology I (A+)
- Computer Technology II
- Construction Trades

**FINE ARTS**

Change title for the following course:

- Fiber Arts to Yarn, Weave, Knit, and Sew

### **SOCIAL STUDIES**

Delete the following course:

- Law III

Change title for the following courses:

- Global Issues to Current Events (Today's Events, Tomorrow's History)
- United States Government and Politics, to Government and Politics: United States

Add the following new course:

- AP Government and Politics: Comparative

### **Add a statement regarding registering and receiving credits for online courses:**

Online courses must be pre-approved by high school deans and are an option for students if:

- a scheduling conflict exists for a required course;
- the district doesn't offer a specific course; or
- the student wishes to expand his/her school day beyond a five-course day.

### **Dual Enrollment**

Add Western Michigan University to the list of colleges where dual enrollment does not cover full tuition (to read as follows):

Dual enrollment covers a portion of tuition at Kalamazoo College or Western Michigan University, and the remainder is the responsibility of the student and his/her parents.

### **New Courses**

*Listed in alphabetical order*

#### **AP Government and Politics: Comparative**

3 Trimesters • 1.5 Credits

The AP course Government and Politics: Comparative introduces students to fundamental concepts used by political scientists to study the processes and outcomes of politics in a variety of country settings. Six countries form the core of the AP Comparative Government and Politics course: China, Great Britain, Mexico, Nigeria, Russia, and Iran. This course assists both in identifying and analyzing problems.

#### **Young Entrepreneurs of the Future**

1 Trimester • 0.5 Credit

Grade: 9

Prerequisite: None

This introductory course will immerse students in real life learning experiences where they can take risks, manage the results, and learn from the outcomes. Students will role play and actively challenge their classmates as they learn organizational skills, including time management, leadership development, and interpersonal skills, all of which are highly transferrable skills sought by employers. They will research and map the business needs of their communities and, most importantly, use their talents to find a business they can enjoy and grow while learning about business principles, concepts, and various careers in business.

### Course Description Changes

#### **Animal Technology**

[MAC] 3<sup>rd</sup> Science

3 Trimesters (2 periods) • 3 Credits

Prerequisite: Biology A & B

Grades: 11, 12

Site: Vicksburg High School

Animal Technology is an introduction to the basic care and management of companion animals including cats, dogs, pocket pets, and exotic animals. It also focuses on the production of animals such as horses, sheep, goats, cattle, and pigs for enjoyment or for food and fiber products. Topics will include the anatomy, health, reproduction, and nutritional requirements of animals. Students will gain a foundation to better care for their own animals, raise animals for their personal use, or pursue careers in the veterinary, animal science, food/fiber, or agribusiness fields. Students will spend time participating in job shadowing experiences, as well as taking part in field trips and learning from guest speakers. This is a laboratory-based class and involves hands-on use of animal equipment and animal dissections.

#### **Computer Technology I (A+)**

[MAC] 4<sup>th</sup> Related Math

3 Trimesters • 1.5 Credits

Prerequisite: None

Grades: 10, 11, 12

Site: Loy Norrix High School

This hands-on course concentrates on the requirements of CompTIA A+ industry-recognized certification. Study includes computer hardware standards and components, software standards, installation, configurations, and computer troubleshooting, with emphasis on PC hardware, software, and operating systems. The remainder of the class will be spent on creating simple computer games to demonstrate advanced business-to-business programming possibilities with PHP. This part of the course prepares students for the challenging careers in dynamic web page design or game programming.

#### **Computer Technology II**

[MAC] Visual, Performing and Applied Arts

3 Trimesters • 1.5 Credits

Prerequisite: Successful completion of Computer Technology I; instructor recommendation required

Grade: 12

Site: Loy Norrix High School

This second-year course concentrates on the advanced requirements of CompTIA A+ Certification (such as Networking and Digital Home Technology Integrations). The first part of the year, students will focus on networking and digital home integration of audio, video, computer technology, and other home technology equipment. The second half of the year, students will build on the Dynamic Web Programming skills gained from the first year. This course concentrates on programmable web interfaces to data stored in a MySQL database using a WAMP and/or LAMP interface. Students gain skills in many CompTIA Linux+ and Network+ objectives.

#### **Computerized Manufacturing**

[MAC] 4<sup>th</sup> Related Math

[MAC] Visual, Performing & Applied Arts

3 Trimester (2 blocks) • 3 Credits

Prerequisite: None

Grades: 10, 11, 12

Site: Vicksburg High School

Scheduling note: May be elected for two years

This pre-engineering course provides training in the operation of high technology computer-aided design (CAD) and computer manufacturing systems. All equipment is state-of-the-art, including Haas and Mazak CNC machining centers. The course uses CAD software including Solidworks, Mastercam, and Keycreator. It also features demonstrations and maximizes student laboratory work (80% hands-on). Students gain planning, organizing, and decision-making skills, while also developing acceptable attitude, interpersonal, and equipment-related skills. Paid co-op positions with local manufacturers are available to second-year students. Computerized Manufacturing prepares students for immediate employment, advanced schooling, and/or apprenticeship opportunities with local area employers.

### **Construction Trades**

[MAC] 4<sup>th</sup> Related Math

[MAC] Visual, Performing & Applied Arts

3 Trimesters (2 periods) • 3 Credits

Prerequisite: None

Grades: 11, 12

Site: Loy Norrix and construction site

Scheduling Note: May be elected for two years

This course exposes students to several aspects of the construction industry including site layout, carpentry, electrical, masonry, plumbing, heating, tile setting, HVAC, painting, and other construction skill areas. Students experience hands-on training in remodeling and/or new construction, as well as classroom training. Students interested in this course should understand basic concepts of measurement and mathematics and be able to work indoors and outdoors.

\*Taught in connection with the Kalamazoo Valley Habitat for Humanity program

### **Teacher Education – Early Childhood**

[MAC] Visual, Performing & Applied Arts

3 Trimesters • 1.5 credits

Prerequisites: None

Grades: 11, 12

Site: Loy Norrix High School

This course is a pre-college experience for students desiring to teach and explore careers at the preschool or elementary school level. Students will participate in classroom learning as well as an internship in the on-site preschool classroom. In the spring, students will also complete a 6-week internship in an elementary or preschool classroom.

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

***7.6 Grant Applications***

***Policy***

The District will actively seek supplemental grant funding, balancing the benefits of each grant with unfunded costs imposed by the grant.

***Specifics***

1. The District will review significant grant applications with the Board, where practicable, prior to their submission and prior to final acceptance of a significant grant.
2. The District will annually provide to the Board in public session a summary of grants awarded, including the total amount of the grant and costs incurred but not funded by the grant.
3. In the event of unsolicited grant proposals or partnerships, the District will only consider those brought forward with adequate time for review.

*Adopted: February 27, 2003*

*Draft for Second Reading: 12-15-2011*

***This policy supersedes all other policies on this issue.***