

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent
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December 11, 2009

**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 17, 2009, 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.

Revised 12-14-09

KALAMAZOO PUBLIC SCHOOLS
Board of Education Meeting
1220 Howard Street
December 17, 2009 – 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**
November 12, 2009 Regular Meeting
 - B. Business and Financial Reports**
Purchase Recommendations 2010-12 and 2010-13
 - C. Personnel Items**
Personnel Changes
 - D. Other**
Reinstatements
- VIII. Persons Requesting to Address the Board (3 minutes individual limit)**
- IX. Reports and Recommendations**
 - A. Approval of Contractual Agreement between Kalamazoo Public Schools and Teamsters Local 214 Maintenance Employee Group for 2009-2010
 - B. Approval of Contractual Agreement between Kalamazoo Public Schools and the Kalamazoo Support Personnel Employee Group for 2009-2010
 - C. Approval of Contractual Agreement between Kalamazoo Public Schools and the Food Service Employee Group for 2009-2010**
 - D. 2009-2010 Great Start Readiness Program Participating Resolution
 - E. Resolution in Support of Funding for Education
 - F. Grades 9-12 Course and Program Changes Recommendation for 2010-2011
- X. Other Business**
 - A. Procedure 1.2 Public Participation During a Meeting of the Board of Trustees - Second Reading
 - B. Policy 8.1 Equal Employment Opportunity – First Reading
- XI. Comments by Trustees/Superintendent**
- XII. Executive Session (if needed)**

KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
November 12, 2009– Regular Meeting

I. Call to Order

President Mollie Peterson called the November 12, 2009, regular Board of Education meeting to order at 7:05 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, Liz Henderson, Carol McGlinn, Marcy Peake, and Mollie Peterson. Board members absent: Eric Breisach and Patti Sholler-Barber. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions

Executive Director of Communications Alex Lee recognized Turn-Around Students Chan Pratt II and Keflom “TK” Bryant from Kalamazoo Central High School. Assistant Principal Van Dickerson and the students’ family members and friends were also recognized. In addition, Mr. Lee announced that Loy Norrix High School and Kalamazoo Area Math and Science Center student Lauren McGlinn achieved a perfect score in the sophomore classroom division of the American Computer Science League competition. Loy Norrix Principal Johnny Edwards and Carol McGlinn, Lauren’s mother, were also recognized. Jim Hess, who has coordinated the “Breakfast of Champions” at Dr. Martin Luther King, Jr. in Westwood Elementary School for many years, and who recently received the Phil Perry Humanitarian of the Year award, was recognized for his outstanding contributions to KPS and the community. Mr. Hess’s son, Kevin, was also introduced.

Deputy Superintendent of Business, Communications and Operations Gary Start introduced Arnie Mikon from TowerPinkster’s leadership team. Before making two special announcements, Mr. Mikon recognized TowerPinkster team members in the audience, Jim Ross and Mike Gallivan, and also CSM Construction Group partners Todd McDonald, Tom Stanek, and Julie Byrne. Mr. Mikon announced that TowerPinkster received an official plaque earlier in the week for Prairie Ridge Elementary School, which is the first school in Michigan to receive “gold” Leadership in Energy and Environmental Design (LEED) certification. He also 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. In addition, Mr. Mikon announced that he was presenting Dr. Rice with a check, payable to Kalamazoo Public Schools, for \$25,000, which roughly represents the value to TowerPinkster from a \$75,000 federal government tax deduction, made available through the Commercial Building Tax Credit. Dr. Rice thanked Mr. Mikon, Mr. Ross, and the partners at TowerPinkster and the CSM Construction Group, as well as KPS staff members Al Tyler and Karen Jackson. He said this is a great collaboration, and KPS appreciates the work, not only on behalf of the Kalamazoo Public Schools students, but also the environment. Dr. Rice also said that the check will be used to advance the seven-pronged literacy initiative. He added that Western Michigan University announced during the afternoon that it is the first organization to receive LEED “gold” certification for an existing building. Trustee Henderson thanked Mr. Mikon for the thoughtfulness of giving the \$25,000 to Kalamazoo Public Schools.

Dr. Rice recognized Mr. Alex Lee, executive director of communications, and Jane Lloyd and Linda Whitmore, former and current assistants in the communications department, for their work on the

district's *Excelsior* newsletter. The *Excelsior* recently received the Michigan School Public Relations Association's highest award, the "distinguished" designation. Trustee Henderson commented that it is nice to know that an umbrella organization in the world in which communications staff members work continues to recognize the communication department's terrific work.

V. School Reports/Committee Reports

School Reports

None.

Committee Reports

Budget: Carol McGlinn (chair) – No report; the next meeting is November 24.

Curriculum: No report; the next meeting is November 16.

Evaluation/Accountability: Mollie Peterson (chair) – No report; the next meeting is November 16.

Policy: Liz Henderson (chair) – The report will be addressed in Other Business.

Wellness Committee: Ervin Armstrong (representative): A report will be given at the next Board meeting.

*Kalamazoo Communities in Schools (KCIS): Carol McGlinn (representative)-*The evaluation committee met and continued its work on the evaluation tool that will be used this year to better capture information. It also discussed how children are being selected for the program this year, so that people at the table would have a better understanding of the process.

Teaching & Learning Council: No report.

Legislative Liaison: Liz Henderson: No report.

VI. Correspondence

Secretary Peake reviewed the correspondence received by the Board during the period of October 23-November 12, 2009. (File #9)

VII. Consent Calendar

President Peterson presented the Consent Calendar items: VII.A.1. October 22, 2009 Regular Meeting Minutes; VII.A.2. October 26, 2009 Special Meeting Minutes; VII.A.3. October 27, 2009 Budget Committee Meeting Minutes; VII.B. Purchase Recommendation 2009-11 (\$250,011 Student Management System from the 2006 Bond); and VII.C. Personnel Changes.

Motion: Implied to approve the Consent Calendar as presented.

Disposition: Motion carried, 5-yes, 0-no, 0-abstentions.

VIII. Persons Requesting to Address the Board

No one addressed the Board.

IX. Reports and Recommendations

A. June 30, 2009 Financial Audit Report

Mr. Start introduced Mr. Jeff Egberts and Mr. Steven Bishop from Plante and Moran. Mr. Start said that Plante and Moran is highly regarded for its rigorous audits. Mr. Egberts, who presented the audit to Dr. Rice and the Board, explained the audit process, the purpose of which is to gather information that will enable the auditors to render an opinion regarding the financial status of the district. The opinion rendered for Kalamazoo Public Schools was unqualified or "clean," which is consistent with past audits. Mr. Egberts said that there were no "findings," and it is a good thing to have nothing to report. He also noted the terrific job done by the Kalamazoo Public Schools' business office staff.

Board discussion: Trustee Henderson complimented Business Manager Laura Kayser for her exceptional work in presenting a nearly perfectly balanced budget. She said the Board appreciates the diligence and responsibility that the auditors bring to the entire audit process, and also appreciates the importance of the audit itself. Vice President McGlinn expressed her appreciation to the auditors for

presenting the information at the Board's budget committee meeting in an understandable way, and thanked the whole team for their work. Dr. Rice also thanked the auditors for their work, expertise, and guidance.

Audience comments: None.

B. Kalamazoo Public Schools' Progress Towards District Goals

Superintendent Dr. Michael Rice told the Board that his presentation would serve two main purposes: 1) as a notation of progress over the past two years, and 2) as an indication of where the district is in regard to the Board's five goal areas and 14 sub-goal areas that were established approximately a year ago. Dr. Rice gave a PowerPoint presentation and provided commentary on the following presentation agenda items: progress and challenges in early education, rising test scores, progress beyond early education, progress toward district long-term goals, and challenges and a call to action for 2009-2010. Student achievement, the state's ongoing financial crisis, and the next bond issue were identified by Dr. Rice as the three major challenges facing the district for 2009-2010. Regarding the bond issue, he explained that the district has formed a bond committee to work on a proposal to put on the May 2010 ballot. Passing the bond is important to the district for: 1) keeping up with ordinary capital issues such as building roofs and boilers, and other repairs and upgrades; 2) accommodating our future growth; 3) replacing schools that would have to be closed because they have served their useful life; and 4) avoiding the use of the general fund budget to take care of the first three items if they are not taken care of through a bond. Dr. Rice concluded the presentation with a call to action: every effort you make on behalf of a child makes the world a better place, and a final note: you improve a world child by child, day by day. He said there are a lot of good things happening in Kalamazoo Public Schools and in the community, and he believes we can continue that over a substantial period of time.

Board discussion: Trustee Henderson noted that on November 10, 2005, almost exactly four years ago, the Promise was announced, and she thanked the donors. She also congratulated Dr. Rice and the entire KPS staff for the really good "state of the district" report, and applauded the efforts of everyone that contributed to the district's accomplishments. Treasurer Armstrong asked about the significance of the OWL curriculum and full-day kindergarten to the early elementary progress, and Dr. Rice explained that the impact of those "pipeline reforms" has not yet been felt, but will in later years.

Secretary Peake thanked Dr. Rice for the consolidation of all the time and effort into the slide report, and asked everyone to think about all the things that had to happen for the district to get to this point. She also thanked Dr. Rice for his vision and energy, the administrative team for their leadership and follow-through on his vision, the staff for its hard work and dedication every day, the families and community members for their support and encouragement of our children, and the students for showing up every day, being present, and trying to do their very best. Ms. Peake added that the students are everyone else's motivation. Vice President McGlenn said she was most impressed by the report's emphasis on children. She said the Board made the goals very specific, and the report shows the full results. Improvements have been made and more need to be made, but she doesn't think any district has done more to improve student achievement than KPS. She said she is very proud of the Board, Dr. Rice, administration and teachers, and the students for focusing specifically on achievement and moving forward. President Peterson said she appreciates this report that shows the great progress that the district has made, and that we are educating all children to the Promise. Dr. Rice thanked Director of School Improvement, Assessments, and Magnet Schools Barbara Witzak and Alex Lee for their diligence in working on the form and substance of the presentation.

Audience comments: None.

C. Administrative Appointment – Assistant Principal

Assistant Superintendent of Human Resources Mary Weber read the recommendation for the Board to approve the appointment of Heather Misner to the position of Assistant Principal of Prairie Ridge Elementary School and Winchell Elementary School. She also reviewed Ms. Misner's qualifications.

Motion: It was moved by Liz Henderson, supported by Ervin Armstrong, to approve the recommendation to appoint Heather Misner to the position of assistant principal.

Board discussion: None.

Audience comments: None.

Disposition: Roll call vote: Motion carried, 5-yes, 0-no, 0-abstentions.

Dr. Rice congratulated Ms. Misner, and said she would be in attendance at the next Board meeting.

X. Other Business

President Peterson explained the procedure that the Board will use regarding policies and procedures: 1) the policies and procedures will be introduced one by one, 2) a motion will be made and supported, 3) Policy Committee Chair Trustee Henderson will lead the Board discussion, 4) the audience will be asked for comments, and 5) a vote will be taken.

A. Policy 1.1 – Board Leadership Through Policy – Second Reading

Motion: It was moved by Liz Henderson, supported by Carol McGlinn, to approve Policy 1.1 for second reading. Trustee Henderson read the policy and noted where changes were made.

Board discussion: None.

Legal counsel comments: None.

Audience comments: None.

Disposition: Roll call vote: Motion carried, 5-yes, 0-no, 0-abstentions.

B. Policy 1.4 Indemnification – Second Reading

Motion: Implied to approve Policy 1.4 for second reading.

Trustee Henderson explained the major changes before reading the policy. She noted that County of Kalamazoo should be struck, due to the district's name change to Kalamazoo Public Schools. There was no objection from Board members or legal counsel.

Board discussion: None.

Legal counsel comments: Attorney Nancy Mullett noted that the purpose of the additional wording was to expand the options that the Board would have to determine how to deal with any further claim that might come to any current or past trustee.

Audience comments: None.

Disposition: Roll call vote: Motion carried, 5-yes, 0-no, 0-abstentions.

C. Policy 2.1 – Superintendent Authority and Establishment of Procedures – Second Reading

Trustee Henderson read the policy, and noted the change of "...statutory responsibilities of a general powers school district superintendent." in the policy statement. She said the citation of MCL 380.1229 was also added.

Motion: Moved by Marcy Peake, supported by Ervin Armstrong, to approve the policy for second reading.

Board discussion: Attorney Mullett clarified for Ms. McGlinn that the purpose of the change was to not limit the superintendent in his or her responsibilities to the district as a superintendent.

Legal counsel comments: None.

Audience comments: None.

Disposition: Roll call vote: Motion carried, 5-yes, 0-no, 0-abstentions.

Procedure 2.1 – Establishment of Procedures

Trustee Henderson read through the procedure.

Board or Superintendent discussion: None.

Legal counsel comments: None.

Audience comments: None.

Disposition: Trustee Henderson declared that Procedure 2.1 was received by the Board.

D. Policy 3.4 – Welcoming Atmosphere and Appearance – Second Reading

Trustee Henderson read through the policy. She noted that Specific 2. was added.

Motion: Moved by Mollie Peterson, supported by Marcy Peake, to approve Policy 3.4 for second reading.

Board discussion: President Peterson said that this policy is good to have, and all parents should feel respected and honored when they enter a school. Vice President McGlenn asked if the policy allows for the legal right of the district to take action toward disruptive behavior, and Attorney Mullett replied yes; however, the policy statement was designed to ensure that the schools are balancing their wanting to have the school open, welcoming, and accessible throughout the day with the needs of the educational process.

Legal counsel comments: None.

Audience comments: None.

Disposition: Roll call vote: Motion carried, 5-yes, 0-no, 0-no.

Procedure 3.4 – Welcoming Atmosphere and Appearance

Trustee Henderson read through the procedure.

Board discussion: None.

Legal counsel comments: None.

Audience comments: None.

Disposition: Trustee declared that Procedure 3.4 was received by the Board.

E. Procedure 1.2 – Public Participation During a Meeting of the Board of Trustees – Second Reading

No action was taken; the agenda item was pulled for consideration at a later date.

F. Policy 6.6 – Title I Parent Involvement – First and Second Reading

Motion: Moved by Liz Henderson, supported by Marcy Peake, to suspend the bylaws to have a first and second reading for this policy due to the need to have it approved prior to a site visit that will take place in early December. This is the last meeting before the site visit.

Board discussion on the motion to suspend the bylaws: None.

Disposition: Motion carried, 5-0-0.

Trustee Henderson read Policy 6.6. She noted that much of the content of this policy was written to comply with state requirements. Ms. Henderson also noted that the word “shall” in Specifics 8, 9, and 10 should be changed to “will.” She added that it is her understanding that an accompanying procedure will be developed, and that both the policy and procedure will be available for viewing on the district’s website.

Motion: Implied to approve Policy 6.6 for first and second reading.

Board discussion: Ms. Henderson confirmed for Ms. McGlinn that policy 6.6 is now the longest Board policy.

Legal counsel comments: Attorney Mullett said that a few more statutory references will be added to those at the end of the policy.

Audience comments: *Millie Lambert, 3922 Croyden, KEA president*, asked for clarification about the last sentence in Specific 10, i.e., how will that impact teachers at parent-teacher conferences? She also asked what “...reasonable support for parental involvement activities as parents may request” means in specific 11.

Ms. McGlinn asked for clarification from Attorney Mullett about what is meant by a “school-parent compact.” Attorney Mullett explained that it is a joint agreement and statutory requirement of Title I. She offered to provide a written explanation to Board members. Ms. Peake asked if things will look any different throughout the day for the staff when this policy takes effect. Attorney Mullett responded that there may be some changes, such as providing materials to parents that are written at a certain grade level, and/or in the parents’ native language. The main goal is to help parents learn and understand how to monitor progress and help increase their student’s achievement at home, and how to interpret the strategic goals for the district.

Disposition: Roll call vote: motion carried, 5-yes, 0-no, 0-abstentions.

XI. Comments by Trustees

Liz Henderson: Noted that this is the fourth anniversary of the Kalamazoo Promise. She said it is amazing that this district was bestowed with the gift, but like with anything else we are given, there is also responsibility associated with it. She thanked the staff in all corners of the district for the work it has done to live up to the Promise.

Ervin Armstrong: Said the Kalamazoo Public Schools is a great school district, in part because it knows it can get better. He recognized the “champions” in the district, who make a positive impact on children’s lives. He urged everyone to continue working in behalf of the children, and to never give up on them because they are our future. Pastor Armstrong thanked everyone for the work they have done.

Marcy Peake: No comments at this time.

Carol McGlinn: No comments at this time.

Mollie Peterson: Reiterated Dr. Rice’s statement that every effort a person makes in behalf of a child makes the world a better place. She said the district is definitely working toward the goal of No Child Left Behind. Ms. Peterson also said that perhaps the children themselves can be called upon to speak to the legislators, to give them a different perspective on how their decisions affect a child’s life.

Comments by the Superintendent

At Superintendent Rice’s request, Millie Lambert made the announcement that the Kalamazoo Education Association has purchased 8,000 placemats, which will be distributed in local restaurants in recognition of American Education Week, November 15-22. In addition, she shared that as an organization, the KEA will be making a \$250 United Way corporate contribution to the designation of Kalamazoo Communities in Schools. Dr. Rice thanked Ms. Lambert and the KEA for the contribution to United Way, and Mary Weber, Kelly Davis and Mary Greenfield for pushing the KPS campaign contribution to \$66,750 this year, the highest amount raised in the past ten years or perhaps ever raised

by KPS. He thanked all the KPS contributors to United Way. In addition, Dr. Rice thanked the donors on the fourth anniversary of the Promise, as well as staff and community members for their efforts to improve what we do for young people. He also thanked the young people for working harder. Lastly, Dr. Rice announced that the Board of Education meeting scheduled for December 10, 2009, will meet on December 17, 2009 instead.

XII. Executive Session

President Peterson did not call for an executive session, and adjourned the meeting at 9:00 p.m.

Respectfully submitted,

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

VII.B.

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees
FROM: Michael F. Rice, Ph.D.
DATE: December 17, 2009
SUBJECT: Approval of the Attached Purchase Recommendations

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

RATIONALE: In general, purchases greater than \$20,998 for supplies, materials, equipment, building construction, addition, renovation, or repair are brought before the Board for approval. The attached "Purchase Recommendation Data Sheets" include all purchases that require approval at this time. Aspects of these 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: December 17, 2009
Request Number: 2010-12
Amount: \$646,110.00

Item: Nine (9) 2010 International School Bus Chassis with 65-Passenger International Bodies at \$71,790.00 each.

Cost Center: 2006 Bond

Cost Center Representative(s) Attending Board Meeting: Terri Aman and Harry Wise

Description of Need:

Safety in school bus operations requires regular replacement of vehicles. Our replacement schedule calls for the replacement of nine 65-passenger buses for 2010-2011. The buses that will be retired will have passed their useful life in miles and years.

Vendor: Capital City Bus Sales
Lansing, MI

Number of Proposals Requested: N/A **Received:** N/A

Low Bid Accepted? N/A

Additional Information:

In 1994, Michigan School Business Officials (MSBO) joined with the Michigan Association of Pupil Transportation to initiate a group bus purchasing program to save their members time, money and concern. With cooperation from school bus vendors, the MSBO Bus Specifications Committee designed a program in which all districts could take advantage of group purchasing.

This will be the third year that Kalamazoo Public Schools will be participating in the group purchasing program. The program has grown since 1994, and now includes all specifications KPS considers important when we "build" our buses.

We submitted our specifications and received pricing from three conventional school bus vendors that participate in the MSBO bid. The buses being recommended for purchase were the lowest cost and have the same manufacturer as the buses we currently have in our fleet.

Board of Education of the Kalamazoo Public Schools

2009-2010 MSBO/MAPT Bus Purchasing Program

Kalamazoo Public Schools, Kalamazoo, Michigan

At a regular meeting of the Board of Education of the Kalamazoo Public Schools, Kalamazoo County, Michigan, held at the Board of Education Offices at 1220 Howard, Kalamazoo, Michigan, on the 17th day of December, 2009, at 7:00 p.m., Local Time.

PRESENT: MEMBERS: _____

ABSENT: MEMBERS: _____

The purchase of Nine (9) 65-Passenger Conventional School buses was approved on an implied motion utilizing the MSBO Aggregate School Bus Purchasing Program

YEAS: MEMBERS: _____

NAYS: MEMBERS: _____

ABSTAIN: MEMBERS: _____

RESOLUTION DECLARED ADOPTED

I hereby certify that the foregoing constitutes a true and complete copy of the purchase approval duly adopted by the Board of Education of the Kalamazoo Public Schools, County of Kalamazoo, Michigan, at a regular meeting held on the 17th day of December, 2009, and that said meeting was conducted and public notice of said meeting was given pursuant to and in full compliance with the Open Meeting Act, being Act 267, Public Acts of Michigan, 1976, and that the minutes of said meeting were kept and will be or have been made available as required by said Act.

President, Board of Education

Secretary, Board of Education

KALAMAZOO PUBLIC SCHOOLS

PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: December 17, 2009

Request Number: 2010-13

Amount: \$340,266.28

Item: Audio and Video Enhancement Systems for Hillside Middle School and Maple Street Magnet School for the Arts

Cost Center: 2006 Bond – Hillside and Milwood Magnet Technology Line Item: \$306,911.00

2006 Bond – System-wide Technology Line Item: \$ 33,355.28

Cost Center Representative (s) Attending Board Meeting: Scott Patrick

Description of Need:

This purchase is for the equipment and installation of the equipment for audio and video enhancement systems for classrooms, labs, and cafeteria spaces at Hillside Middle School and Maple Street Magnet School for the Arts.

These upgrades were planned for in the 2006 Bond and the District Technology Plan.

Vendors: See attached.

Number of Proposals Requested: 184 **Received:** 10

Low Bid Accepted? Yes

The data projectors, document cameras and audio enhancement systems will be purchased from the Statewide REMC bid and provided to the vendor that will be installing all equipment for the project. KPS receives lower pricing for those items through the REMC bid than it would receive through another vendor.

Additional Information:

Bid Amount: \$309,332.98

Contingency: \$ 30,933.30

Total \$340,266.28

The 2006 Bond included a system-wide budget for purchase and replacement of technology. This purchase is within the overall parameters of the budget.

Audio and Video Enhancement Systems Vendor List
 Hillside Middle School and Maple Street Magnet School for the Arts
 December, 2009

Item	Vendor	Quantity	Price	Total Cost
Data Projectors	Data Image Systems, Inc., Walled Lake, MI	76	\$675.00	\$51,300.00
Document Cameras	Precision Data Products, Inc., Grand Rapids, MI	70	\$499.00	\$34,930.00
Audio Enhancement Systems	LightSPEED Technologies, Tualatin, OR	69	\$942.42	\$65,026.98
AV controller and integration, installation, configuration and training	MGR Professional Electronic System Integrators Flint, MI			\$158,076.00

Total Cost **\$309,332.98**

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees
FROM: Michael F. Rice, Ph.D.
DATE: December 17, 2009
SUBJECT: Personnel Changes

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

- I. Employment
 - A. Professional/Management
 - Emily Benish, 2F, PEEP, TBD, 12/14/09
 - Lesa Burtis, 2F, PEEP, TBD, 12/14/09
 - Nicole LeClear, 2F, Elementary, Northeastern Elementary School, 11/18/09
 - B. Classified
- II. Promotions/Key Transfers
 - A. Professional/Management
 - James Tucker, 3M, EI Behavior Support Paraprofessional, Lincoln International Studies School, 12/7/09
 - B. Classified
- III. Leaves of Absence
 - A. Professional/Management
 - B. Classified
- IV. Terminations
 - A. Professional/Management
 - Barbara Clopton-Bizzell, 3F, Elementary, unassigned; retirement, 1-31-10
 - B. Classified

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees

FROM: Michael F. Rice, Ph.D.

DATE: December 17, 2009

SUBJECT: Teamsters Local 214, Maintenance Employees - 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 Teamsters Local 214, maintenance employees group.

RATIONALE: The 20 members of this employee group play a very important role in providing a variety of support services for the students, parents, staff members, and the community.

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

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees
FROM: Michael F. Rice, Ph.D.
DATE: December 17, 2009
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: December 17, 2009
SUBJECT: Food Service Employee Group - 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 Food Service Employee Group.

RATIONALE: The 127 members of this hourly employee group play a very important role in our district by preparing and serving over 13,000 meals to students and staff each school day, and assisting with the efficient operation of the food service program.

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: December 17, 2009
SUBJECT: 2009-2010 Great Start Readiness Program State Aid Participating Resolution

RECOMMENDATION: It is recommended that the Board approve the attached 2009-2010 Great Start Readiness Program State Aid Participating Resolution. This resolution is required by the Michigan Department of Education for the funding of pre-school education programs for four-year-old children.

RATIONALE: Sections 32(d) and 37 through 40 of the State School Aid Act (P.A. 155 of 2005) provide for the funding of quality pre-school programs for four-year-old children who may have extraordinary need for special assistance, and/or for parenting education for families with children from birth through kindergarten ages.

Kalamazoo Public Schools was allocated \$1,101,600, which allows for the continued funding of our very successful part-day Pre-Kindergarten Early Education Program (PEEP) for 324 four-year-olds. We have chosen to concentrate all of the allocation on the PEEP program so we can prepare as many children as the funding will allow for successful entry into kindergarten. Families will be connected with the elementary school where their child's PEEP classroom is located.

Michigan Department of Education
2009-2010 Great Start Readiness Program

Participating Resolution

WHEREAS, the Legislature continues to acknowledge the importance of improving school readiness by providing quality preschool education for four-year-old children who may have extraordinary need of special assistance and the importance of providing parenting education programs for families of all children birth to kindergarten entry; and

WHEREAS, Sections 32d and 37 through 40 of the State School Aid Act provide for comprehensive compensatory education for these children and families; and

WHEREAS, in accordance with the provisions of Section 38 of the State School Aid Act, Kalamazoo Public Schools is eligible to receive an allocation of \$1,101,600 for the fiscal year 2009-2010 to operate a school readiness program for a maximum of 324 children and/or to provide comprehensive parent involvement and education programs for all families of children birth to kindergarten entry; now therefore, be it

RESOLVED that Kalamazoo Public Schools certifies that it will provide part-day, preschool education for 324 eligible four-year-old children, and that the entire amount of \$1,101,600, based on the approved per capita allowance of \$3,400, will be used specifically for this purpose; and

Kalamazoo Public Schools further certifies that more than 50 percent of the children enrolled in the school readiness program will meet the income eligibility guidelines outlined in Sections 32d and 37 through 40; now therefore be it finally

RESOLVED that any unallocated funds, as a result of this resolution, shall be redistributed to other eligible districts.

ADOPTED: _____
DATE SIGNATURE OF SCHOOL OR ACADEMY BOARD PRESIDENT

ADOPTED: _____
DATE SIGNATURE OF SUPERINTENDENT OF SCHOOLS OR
DIRECTOR OF PUBLIC SCHOOL ACADEMY

One (1) original of the signed board resolution must be retained in administrative files.

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees
FROM: Michael F. Rice, Ph.D.
DATE: December 17, 2009
SUBJECT: Resolution in Support of Funding for Education

RECOMMENDATION: It is recommended that the Board approve the attached resolution in support of funding for education. The resolution addresses the immediate need to identify revenue to reduce cuts to school district education budgets and also the necessity of restructuring the financing of public education.

RATIONALE: In partnership with the Save our Students, Schools and State (SOS) coalition, 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.

KALAMAZOO PUBLIC SCHOOLS
Board of Education

RESOLUTION IN SUPPORT OF FUNDING FOR EDUCATION

At a meeting of the Board of Education of the Kalamazoo Public Schools, County of Kalamazoo, on the 17th day of December, 2009, the following resolution was adopted:

WHEREAS, education is the cornerstone of a successful long-term economic turnaround, and investment in education is the key to a new Michigan; and

WHEREAS, the children of Michigan deserve educational opportunities that allow them to compete on a national and international basis; and

WHEREAS, it is imperative to combine needed investments in education with meaningful, money-saving reforms in the delivery of educational programs; and

WHEREAS, the long-term economic health of our state and opportunities for our citizens are conditioned on meaningful structural reform to provide stable and fair funding for education; and

WHEREAS, given the crippling effects on our citizens and our educational institutions of continuing short-term, measures for and budget impasses over education funding; now, therefore, be it

RESOLVED, that the Board of Education of the Kalamazoo Public Schools encourages the governor and legislature to immediately identify the revenue necessary to reduce cuts to school district education budgets to meet their constitutional responsibility to the children of this state; and

BE IT FURTHER RESOLVED, that the Board of Education of the Kalamazoo Public Schools encourages the governor and legislature to look beyond the immediate revenue shortfall and focus on the structural deficit that plagues school finance in Michigan.

Approved and adopted this 17th day of December, 2009.

Board of Education and Superintendent of Kalamazoo Public Schools

By: _____
Mollie Peterson, President

By: _____
Michael F. Rice, Ph.D., Superintendent

By: _____
Carol McGlenn, Vice President

By: _____
Eric Breisach, Trustee

By: _____
Marcy Peake, Secretary

By: _____
Liz Henderson, Trustee

By: _____
Ervin Armstrong, Treasurer

By: _____
Patti Sholler-Barber, Trustee

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees
FROM: Michael F. Rice, Ph.D.
DATE: December 17, 2009
SUBJECT: Grades 9-12 Course and Program Recommendations for 2010-2011

RECOMMENDATION: It is recommended that the Board of Trustees receive for review 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 needed 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

CREDIT WAIVERS: Physical Education and/or Health

Include the following information about deviation from the half-credit (0.5) health and half-credit physical education graduation requirements:

Physical Education and Health

The Michigan Merit Curriculum (MMC) graduation standards can lead to a full four-year schedule that at times presents course scheduling challenges. Students who are taking rigorous coursework, or who have met graduation requirements through an alternative method, have the opportunity to waive the health, physical education, and/or college readiness graduation requirements. Permitting the waiver of these requirements will provide some students with more flexibility to pursue their educational goals.

Students requesting to waive the physical education and/or health graduation requirement must complete at least one of the following additional academic course options:

- 5th English credit
- 5th math credit
- 4th science credit
- 2nd/3rd world language credit

Students can earn one-half (0.5) credit for physical education by participating in at least one of the following extra-curricular activities or athletics:

- athletics
- sports travel team
- marching band

Students wishing to waive the physical education and/or health credit, or to request credit for physical education, must complete a High School Credit Waiver Form. All requests will be verified and approved by the Dean of Students.

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.

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

1.2 Public Participation During a Meeting of the Board of Trustees

The Board of Trustees welcomes community input at ~~regular~~ public meetings of the Board of Trustees, while balancing legitimate privacy interests of students and staff.

Specifics

1. Speakers should begin their comments by stating their name, **address, and** connection ~~to/~~ ~~or~~ interest in the Kalamazoo Public Schools, and, if authorized and applicable, the organization they represent.
2. Speakers should be courteous and professional. The presiding Board officer may terminate public comments that are profane, vulgar or defamatory. Speakers should refrain from ~~personal~~ **identifying individuals when offering** criticism.
3. Speakers have three minutes each and must stop speaking promptly when signaled.
4. Speakers may not address confidential student or personnel matters, but may submit such concerns to the Board in writing.
5. Speakers are encouraged to provide the Board with a written copy of their comments and other appropriate supporting documentation, **which will be copied and distributed as needed to appropriate staff/personnel.**
6. **The term “public meeting” does not include a meeting the purpose of which is only to receive and/or clarify information, without deliberation or vote.**

Adopted: February 13, 2003

Draft for Second Reading 12-17-09-09

This policy supersedes all other policies on this issue.

**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, gender, pregnancy, gender identification, height, weight, familial status, marital status, sexual orientation, disabilities, or other legally protected factors except where age, sex, gender 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 First Reading December 17, 2009

This policy supersedes all other policies on this issue.