

KALAMAZOO PUBLIC SCHOOLS  
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February 19, 2010

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

A regular meeting of the Board of Education of the Kalamazoo Public Schools will be held on **Thursday, February 25, 2010 at 7:00 p.m.** in the Board Room of the Administration Building, 1220 Howard Street, Kalamazoo, MI 49008.

KALAMAZOO PUBLIC SCHOOLS

Marcy L. Peake, Secretary  
Board of Education

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

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

KALAMAZOO PUBLIC SCHOOLS  
Board of Education Meeting  
1220 Howard Street  
February 25, 2010 – 7:00 P.M.

**A G E N D A**

- I. Call to Order**
- II. Pledge of Allegiance**
- III. Attendance**
- IV. Announcements and Recognitions**
- V. Committee Reports/School Reports**
- VI. Correspondence**
- VII. Consent Calendar Items**
  - A. Minutes**
    - 1. January 25, 2010 – Special Meeting
    - 2. February 1, 2010 – Special Meeting
    - 3. February 4, 2010 – Regular Meeting
  - B. Business and Financial Reports**
    - Purchase Recommendations 2010-17, 2010-18, and 2010-19
  - C. Personnel Items**
    - Personnel Changes
  - D. Other**
- VIII. Persons Requesting to Address the Board (3 minutes individual limit)**
- IX. Reports and Recommendations**
  - Pre-K – 12 Summer Extended Learning Enrichment Program Recommendation
- X. Other Business**
  - A.** Policy 3.2 Non-Discrimination – First Reading
  - B.** Policy 3.7 Harassment – First Reading
  - C.** Supplement to Policy 4.3 Graduation Requirements – First and Second Readings
- XI. Comments by Trustees/Superintendent**
- XII. Executive Session**

KALAMAZOO PUBLIC SCHOOLS  
Board of Education

Special Meeting Minutes  
January 25, 2010

President Mollie Peterson called the special meeting to order at 8:08 a.m. in Room 202 of the West Main School Professional Development Center, 1627 W. Main Street. Board members present: Ervin Armstrong, Liz Henderson, Carol McGlenn, Mollie Peterson, and Patti Sholler-Barber. Board members absent: Eric Breisach and Marcy Peake. Superintendent Dr. Michael F. Rice was also present, as were Deputy Superintendent of Business, Communications, and Operations Gary Start, Assistant Superintendent of Teaching and Learning Services Pat Coles-Chalmers, Assistant Superintendent of Student Services Cindy Green, Assistant Superintendent of Human Resources Mary Weber, and Executive Director of Communications Alex Lee. Legislative representatives included Fred Upton, U.S. House of Representatives; Ed Sackley, district representative for Fred Upton; Deb Shields, for State Senator Tom George; Cheri Bell, for 60<sup>th</sup> District State Representative Robert Jones; and 61<sup>st</sup> District State Representatives Larry DeShazor.

Dr. Rice said that the purpose of the meeting was to have an exchange of views around the question to the legislators, "What are you or your representative doing to ensure a stable and reliable funding base for education?"

Representative DeShazor responded that the legislature is working on the issue on various fronts. The education committee is working on the policy side in two bipartisan groups, one for short-term funding and the other for long-term funding for K-12 education. The committee has even met with the individuals who developed Proposal A. No one envisioned Michigan's economy getting this bad, and it will probably take 12-18 months before any turn-around is seen. Legislators are looking at tax proposals for a stable tax system that will make Michigan competitive, which will bring businesses and income to Michigan. That will be the basis for the state's economic recovery. Mr. DeShazor said the legislature will then work on funding formulas for education, and stressed that there is no bipartisan bickering about education funding. He also commented that everything is on hold until the Governor's executive budget recommendations are released on February 11.

Congressman Upton noted that the federal government provides less than 10% of the funding for public schools. He shared the good news that there was an increase in the 2011 budget for Title I, IDEA, and Head Start, and that Michigan is one of the 40 states that have qualified to be in the running for Race to the Top funding. He explained the process that will be used to determine the recipients of the funding, and a staff member, Nick Culp, will keep superintendents apprised of the status of the selection process.

Ms. Cheri Bell stated that K-12 education and its funding have always been priorities of Representative Jones. She said he will work hard to find funding to address the budget deficit and she looks at him to move forward in a positive way. Ms. Bell said education funding is a quality of life issue for Representative Jones, and suggested contacting him directly with specific questions.

Ms. Shields, on behalf of Senator George, said that senate republicans announced a reform structure, unveiled January 19, that could result in savings of \$2 billion. She reviewed some of the components of the Senate bill proposals, which include public employee health care reform, limitation of the percentage of funding that can be spent on administrative costs based on the number of pupils, and competitive bidding (outsourcing) of non-instructional services (custodial, transportation, food services).

Discussion: Vice President McGlenn asked Ms. Shields if the Senate is considering increasing revenue, since it appears that everything being proposed involves cutting. Ms. Shields said that she isn't aware of any discussion about revenue sources. Trustee Henderson, in reference to a comment made by Representative DeShazor about needing to give education a higher priority, asked what priorities are ahead of education. Representative DeShazor responded that coming up with a regulatory environment and a business tax structure that will attract businesses, which will provide more jobs and increase the tax base. Mr. DeShazor expressed his view throughout the meeting that since the government cannot create jobs, winning the war on jobs and working within government to decrease spending are the factors he feels are most important to the state's economic recovery, and everything has to line up with business. Mr. DeShazor stressed that there is no one "magic bullet" to solve the problem. Trustee Henderson provided examples, such as through beer and wine taxes, of how revenue streams could be increased. She suggested that those kinds of ideas also be included when considering economic recovery.

Trustee Sholler-Barber asked if the legislature is doing any creative thinking about revenue streams or other ways to balance the budget so that it doesn't have to be off the backs of citizens or state employees. She feels that cutting back state employee benefits will not solve the problem or attract the best teachers that we need to educate our most important resource. Ms. McGlenn asked if legislators are looking at the big picture of what we want Michigan to look like in the future instead of continuing on the road of trying to fix the problems short term. Representative DeShazor said legislators are looking at everything involved in education, and incremental steps will have to be taken to fix all of the structural deficiencies in Michigan. He cited the example of working to waive matching requirements for federal dollars for transportation. He said funding for higher education also has to be considered, as well as for displaced workers, and there is a lot of "out of the box" thinking by people in all areas. Representative Upton said his delegation is working hard to get a waiver on the Department of Transportation funding. Regarding structural changes, he said he would like to see a two-year budget process, or even a three-year cycle in the state so that school districts will know what kind of money they will have to budget. Representative DeShazor added that he has introduced legislation requiring a two-year budget with a May 15 deadline, and also a monthly revenue estimating conference. Dr. Rice expressed his approval of a two-year budget cycle, and noted that the district still doesn't know its budget for the current school year and won't until we close our books. He explained the difficulty of receiving cuts in the second half of the year when the budget has already been obligated, with the largest percentage of the budget already committed for staff salaries and benefits.

Dr. Rice expressed his appreciation for the legislators' willingness to have open dialogues with the Parent Advisory Committee. He said that a number of respected and objective advisory groups have noted that there is no one-sided solution to the budget deficit in Michigan, such as changing the business tax or cutting our way to a balanced budget. He asked the legislators if they could envision a way to structurally balance the state's budget, with recurring revenues exceeding recurring expenditures, without contemplating tax cuts for the revenue side. Representative DeShazor repeated that there are opportunities within government that have to be addressed before asking anybody for a tax increase. He said it isn't really a matter of sequence, but of looking at everything simultaneously, and the Governor has been the unknown factor this year because nothing can be done until her budget recommendation is unveiled February 11. Dr. Rice noted that unfortunately, five and six year old children do not have the luxury of waiting for adult legislators to get it right. Representative Upton said that state legislators need to be aggressive about the structural reforms, and this cannot wait until after the November election. People need and want to see where legislators stand.

Assistant Superintendent of Human Resources Mary Weber asked whether any thought had been given to taxing food items, and said she didn't think that would cause children to go hungry. Representative DeShazor said he hasn't heard of any discussion about that. Trustee Henderson asked Congressman Upton if he has any other suggestions besides the two-year budget for addressing structural changes to Michigan's budget process. Mr. Upton responded that on the federal side he has supported both the two-year budget and line-item veto. He said that a two-year budget cycle would be a significant

structural, constructive step toward identifying where things are going, to allow school board members to have the information they need to make the important budgetary decisions that affect the lives of our children. He said there is bipartisan support for this in congress. Dr. Rice noted that the State of Indiana is a good example of a state with a two-year budget and a part-time legislature. He said he thinks people need to understand how wildly our government funding base has fluctuated this year, and added that KPS is fortunate to not be among the 80% of districts with declining enrollment. Dr. Rice also said it is good that everything is on the table, but questioned whether everything is being given equal consideration, and his concern is not that we are struggling now, but that it will take a crash to reveal how profoundly off course we really are. He expressed his belief that although we haven't yet experienced the crash, it is perhaps eight to nine months away and legislators at the state level do not see the urgency in addressing the problem. Dr Rice added that for a few years the state education budget has been and will be propped up by the federal government, but after 2010-2011, that funding will be gone. Representative DeShazor invited everyone to Lansing to observe that the state budget issue is much more complex than people think.

Trustee Henderson noted that Congressman Upton had said that the federal transportation funds had to be matched by the state, and asked him if there has been any thinking along the lines that federal education funding would also require a state contribution. Mr. Upton replied that Race to the Top deals with education reforms, and that kind of thinking would penalize Michigan, especially in the short term. Ms. Henderson suggested that it might possibly be an incentive for the state to move more quickly to make the necessary structural reforms, and questioned the reasoning behind requiring the state to match federal transportation funds. Mr. Upton thought that in the case of the Race to the Top, the federal government wouldn't want to place any more burdens on the states, and it would be difficult to get our state to agree to it.

Treasurer Armstrong asked if the proposals for reductions in employees' wages and benefits are equitable with those in the private sector over the last few years. Deb Shields provided more detail, noting that employees would be required to pay 20% of their health care premiums unless they establish a health savings account and/or participate in an employee wellness program. She said an additional provision proposes that retiring legislators who are not vested will not receive health care benefits. Ms. Shields explained that it is a ten-bill package that includes recommendations for government compensation, wage reductions, and consolidations, and that also looks at cost cutting all over.

Trustee Sholler-Barber asked the legislators what their take-away was from the public forum that was held for citizens and legislators at Kalamazoo Central High School in December. What do they think could be done, long-term or short-term, that would rectify funding for public education, shy of placing more taxes on the citizens? What can we do to create more resources instead of figuring out different ways to distribute what we currently have to work with? Representative DeShazor stressed the importance of working with what we have now to create a favorable business climate, and Ms. Sholler-Barber pointed out that there must be other, creative ways, that are not specific to any one group, to create more revenue streams. Representative DeShazor suggested that people come to a hearing in Lansing, look at the list of bills that have been referred to Committee that they are interested in, and get involved. He said there are a variety of people testifying in Lansing, including lobbyists, trying to steer public policy.

Deputy Superintendent Gary Start said that many people believe the current system is broken. Per capita income is down, but tax revenues from per capita income are down even more. He noted that it's been said that we are becoming a service economy, yet the state is taxing goods instead of services. A sales tax rate expanded to services would actually generate more, and a more stable, revenue. Mr. Start added that there is a lot of loss in revenue to Internet sales, and asked Congressman Upton if there is any movement at the federal level to allow states to tax internet sales, and if there is, would there be an interest at the state level? Representative Upton said that Michigan is part of a compact to allow it to collect part of the tax from Internet sales. Mr. Start clarified that what he had heard is that there could be more teeth put into the state's ability to collect that sales tax. Representative Upton said he was not

aware of any kind of legislation like that. Mr. Start pointed out that perhaps a graduated income tax would help create more tax revenue and help solve the issue of the highest income people getting wealthier and the lowest income people becoming poorer. Mr. Upton said that would require a constitutional amendment. Further discussion focused on the subject of a state constitutional convention that can occur every sixteen years if approved by the voters, and this year there will be a ballot question about whether or not to hold the convention.

Ms. McGlenn pointed out that school districts all over the state could save millions of dollars in borrowing costs if they were to get state aid payments on time rather than on the state's delayed payment timeline. If that would make it necessary for the state to borrow money, it would still cost less than for individual districts to do so. In response to an inquiry from Trustee Henderson, Dr. Rice said that a two-year budget wouldn't necessarily help with this issue.

Dr. Rice confirmed with Congressman Upton that the federal government has never provided more than eight to ten percent of school districts' budgets. He said one legitimate way that the federal government can provide additional resources to school districts without attaching any federal strings would be to more fully fund the 40% IDEA commitment that was made in the 1970s. Congressman Upton agreed, and said in addition, he supports the bipartisan legislation to allow districts to get lower bond rates for school construction.

Mr. Upton concluded his comments by stating that in this election year, he has proposed that Kalamazoo be the site in April, May, June, or July for one of four legislative debates in the state in which education will be a major issue. Dr. Rice said he hopes that education will be the top priority, but senses that it will not be a top priority for all legislators. Trustee Henderson thanked Congressman Upton for his thoughtfulness and attentiveness regarding public education issues throughout his service in Congress.

President Peterson thanked everyone for being present, and concluded the meeting by saying there was a time when "the big three" meant reading, writing, and arithmetic. She said legislators also need to see the faces of the kids because kids can't vote, and can only hope that there are people in governmental positions that have the heart to understand that they also long to be people that are accounted for and respected. She said that those who say "we understand" and "we hear you" but then cut the budget are not respecting and valuing education as they say they are.

The meeting adjourned at 9:30 a.m.

Respectfully submitted,

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

KALAMAZOO PUBLIC SCHOOLS  
Board of Education

Special Meeting Minutes  
February 1, 2010

President Peterson called the special meeting to order at 7:00 p.m. in the Curriculum Lab of the Administration Building, 1220 Howard Street. The purpose of the meeting was to hold an informational forum for people interested in becoming a candidate for a seat on the Kalamazoo Public Schools Board of Education.

Board members present: Eric Breisach, Liz Henderson, Carol McGlenn, Marcy L. Peake, Mollie Peterson, and Patti Sholler-Barber. Board member absent: Ervin Armstrong. Superintendent Dr. Michael F. Rice, Deputy Superintendent of Business, Communications and Operations Gary Start, Assistant Superintendent of Student Services Cindy Green, Assistant Superintendent of Teaching and Learning Services Patricia Coles-Chalmers, and Executive Supervisor of Operations and Transportation Terri Aman were also present.

No potential Board of Education trustee candidates were present. Board of Education trustees and KPS administrative staff discussed the upcoming visit of State Superintendent of Public Instruction Mike Flanagan and the Michigan budget in regard to potential changes for the school employees' retirement system.

President Peterson adjourned the meeting at 7:35 p.m.

Respectfully submitted,

Marcy L. Peake, Secretary  
Board of Education

KALAMAZOO PUBLIC SCHOOLS  
Board of Education  
1220 Howard Street  
February 4, 2010 – Regular Meeting

**I. Call to Order**

President Mollie Peterson called the February 4, 2010 regular Board of Education meeting to order at 7:06 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

**II. Pledge of Allegiance**

The Pledge of Allegiance was recited.

**III. Attendance**

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

**IV. Announcements and Recognitions**

Executive Director of Communications Alex Lee recognized Turn-Around Students Derrick Hunter from Washington Writers' Academy, Ron'nae Wimes from Greenwood Elementary School, Morgan Dantzler from Northglade Montessori Magnet School, and Ariyan McHeard from Woods Lake Elementary: A Magnet Center for the Arts. The students' principals, teachers, and family members in the audience were also recognized.

Announcements included that on February 5 the Kalamazoo Central Hawthorne Singers will perform along with other schools at Miller Auditorium as part of the Kalamazoo Symphony's Music of Queen concert; Kalamazoo Central High School will host a K-Central versus Loy Norrix Women Alumni basketball game at KCHS; five students at Maple Street Magnet School for the Arts wrote a play, *The Lorax 2010*, an adaptation of Dr. Suess's book, *The Lorax*. Every facet of the production was created by the students, and will be performed as part of the March 5 Art Hop.

President Peterson announced that she has chosen not to run for re-election in May due to commitments to her employment and a master's program at Western Michigan University. She expressed that she has enjoyed her Board service and work on behalf of children, especially those who have the least and need the most. Ms. Peterson stated that much progress has been made during her years on the Board, such as rebuilding trust and relationships within the community. She said that although it grieves her to not continue to serve on the Board, she will keep advocating for children and families in the community in other ways. Ms. Peterson quoted Marian Wright Edelman, "When I fight about what is going on in the neighborhood and when I fight about what is happening to other people's children, I am doing it because I want to be in a community and a world that is better than the one I found." She said she feels the same way, and thanked everyone who has been a pillar and lifeline through this process. Ms. Peterson added that she is grateful that we have Dr. Rice, who is also a strong advocate for families and who is raising the bar, and she knows the current and future Board leadership will continue to strive for these ideals. She concluded by saying that some families have lost their hope and drive, and children have lost their spirits. We have to do something as a community to bring the spirit back so they can become our community's future leaders.

**V. School Reports/Committee Reports**

School Reports

None.

### Committee Reports

*Budget: Carol McGlinn (chair)* – The first item at the January 26 meeting was a budget update by Deputy Superintendent of Business, Communications and Operations Gary Start about the revenue estimating conference. The current per pupil cut amount is \$268, but is not the final number. She said that Mr. Start also attended a financial strategies conference in January, where he heard that districts can expect a significant increase in retirement rates, due in part to the state's loss in investments. The committee also talked about the structure and timeline of the citizen's budget committee.

*Curriculum: Patti Sholler-Barber (chair)* – The committee will meet February 8.

*Evaluation/Accountability: Mollie Peterson (chair)* – Patti Sholler-Barber reported that the committee met on January 18 and is preparing the tool for Dr. Rice's evaluation.

*Policy: Liz Henderson (chair)* – The committee will meet February 9 at 4:00 p.m.

*Wellness Committee: Ervin Armstrong (representative)* – The committee met January 21 and received a report from MESSA representative Terry Scharf about three different employee wellness programs that MESSA offers, the third of which KPS teachers have chosen. He said the committee is interested in finding out the percentage of staff that are participating in the MESSA programs. He said part of the report and committee discussion was about how the staff can work with the children in schools to develop and maintain healthy lifestyles. The next meeting will be Thursday, February 18 at 4:00 p.m.

*Kalamazoo Communities in Schools (KCIS): Carol McGlinn (representative)* – The KCIS Board met on January 15. A lot of housekeeping items were handled to comply with the new 990 requirements, including passing a Whistle-Blower policy and Document Retention and Destruction policy, and completing annual conflict of interest questionnaires. In addition, the mini-grant applicant eligibility requirement change was approved, meaning that all KPS staff in all KPS buildings can now apply for the mini-grants.

*Legislative Liaison: Liz Henderson* – A meeting was held on January 25 with local legislators. State Representative DeShazor was present, as was U.S. Congressman Fred Upton. Representative Jones and Senator George were unable to attend and sent representatives. Several administrative staff members were also present. Ms. Henderson shared what she considered to be the most telling comment, which occurred at the end when, after much conversation about the state's economy and how the "big three" formerly anchored the economy, Ms. Peterson pointed out that it used to be that the "big three" were reading, writing and arithmetic. She said she hoped that the legislators would think about that from the point of view of a child, sitting in the classroom and hoping that the state will fund her or his education. Another comment, made by Superintendent Rice, was that if everything is truly on the table, then he hopes that everything will be given equal consideration.

*Teaching & Learning Council: Patti Sholler-Barber (representative)* – Deb Miller from the Education for Employment program provided a program update, and the information will be brought to the next Curriculum Committee meeting and then before the whole Board. Program administrators are concerned with providing academically challenging upgrades and incorporating the new graduation requirements into the EFE curriculum. Ms. Sholler-Barber shared some comments from people that work closely with the program about peoples' perceptions of the program needing to be broadened. For instance, the mentorship aspect of the program is extremely valuable for preparing the students to compete with adults in the working world. She also said that program administrators are working hard with the schools to get the right students in the program. In addition to the EFE report, Ms. Sholler-Barber said that Innovative Grants and pre-Kindergarten through grade five checklists were also discussed. Ms. Sholler-Barber said the next meeting is March 18. At the request of President Peterson, Ms. Sholler-Barber read the list of EFE programs which appears in the 2009-2010 Bulletin of Courses.

## **VI. Correspondence**

Treasurer Armstrong reviewed the correspondence received by the Board during the period of January 15-February 4, 2010. (File #12) Trustee Eric Breisach noted that the Board sometimes receives correspondence from people that suggest ways for the district to save money. He said that KPS instituted an energy efficiency program eight to ten years ago that has already saved the district millions of dollars over the years, which is a testament to how frugally the district is run.

## **VII. Consent Calendar**

President Peterson presented the Consent Calendar items: VII.A. January 14, 2010 Regular Meeting Minutes; VII.B. Purchase Recommendations 2010-15 and 2010-16; and VII.C. Personnel Changes.

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

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

Mr. Breisach noted that with regard to the purchase recommendation for the work that needs to be done to Maple Street Magnet School, with the exception of \$82,000 of the \$645,000, all bids were able to be awarded to contractors with Kalamazoo, Michigan addresses. In addition, the majority of the bid awards for the other purchase recommendation went to local contractors. He said that the district has been blessed with bond monies to ensure that there are safe facilities in which to educate our kids, and to also be able to contribute to the local economy by awarding bids to contractors in our area. Mr. Start added that districts have strong legal responsibilities in the bidding process that include opportunities for outside bidders, but we like to be able to award bids to local firms.

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

Dr. Martha Warfield, on behalf of Bond Committee co-chair Lisa Kistler, herself, and the Bond Committee, thanked the Board for listening to the committee's report at the last meeting. She also extended congratulations to Mollie Peterson, and expressed appreciation for her service. She wished her well in her pursuit of a master's degree, and said she thinks she'll make a great social worker. In addition, Dr. Warfield announced her candidacy for a seat on the Board of Education.

## **IX. Reports and Recommendations**

### **A. 2010 Bond Resolution**

Dr. Rice explained that every four to five years the district reaches out to our voters for a bond to fund the upkeep and replacement of our buildings. Gary Start read the recommendation, and explained the 2010 bond resolution and ballot language that was drafted by Amanda VanDusen from Miller Canfield, the district's bond counsel. He said he is proud of the Bond Committee's work, and is glad it decided to keep the amount to a level that will be no more than the current millage rate.

**Motion:** Moved by Eric Breisach, supported by Patti Sholler-Barber, to approve the 2010 Resolution to Submit Bond Proposal, which also incorporates the specific ballot language.

Board discussion: Eric Breisach asked Mr. Start to further explain the tax rate and asked if KPS is a high tax rate district. Mr. Start explained that KPS is right in the middle, slightly less than the average. Mr. Breisach explained that although the \$62 million for the bond request sounds like a lot of money, the committee actually used restraint and wisdom keeping it to that amount, in view of the 33 buildings and 14,000 to 15,000 people housed in the buildings for which the district is responsible. Dr. Rice read the bond proposal ballot language into the record (attached). Trustee Henderson thanked co-chairs Dr. Warfield and Ms. Kistler, and all the members on the committee for their work. She said the committee did its homework, and the community should be aware of that. She added that as the Promise donors have shown faith in this school district, she hopes the voting community will show continued faith by voting for the bond when it's on the ballot in May. Patti Sholler-Barber said that this bond is about making sure that the places children go are safe and at their optimum condition to make sure their education takes place. She said the committee looked at the needs accurately. Ms. McGlenn added that it is important that we take into consideration the economic times, and that KPS will need the community's support to pass this millage. Dr. Rice thanked the co-chairs and committee members, and also the staff that worked with the committee, including Al Tyler, Karen Jackson, and Gary Start. He said this bond is a continued investment in the growing promise of the district. Dr. Rice said the promise is growing as we continue to move toward becoming a college-going culture and literacy community, and this bond will help us get there piece by piece, step by step.

Audience comments: None.

**Disposition:** Roll call vote: Motion carried, 6-0-0.

**B. Pre-K-12 Extended Learning Enrichment Program Report for 2008-2009**

Dr. Rice introduced the report by saying that the district plans for summer school for more than half the year. He acknowledged the hard work of Assistant Superintendent of Teaching and Learning Services Pat Coles-Chalmers and several staff members under her leadership. Together, they made this year's program very strong, even stronger than last year's.

Ms. Coles-Chalmers asked that the Board acknowledge the report as the Early Start Kindergarten through Grade 12 Summer Extended Learning Enrichment Program overview. She introduced the team that helped to plan and execute the programs: Dr. Shakir-Khan, Dr. Terina Harvey, Timon Kendall, Barbara Witzak, Yvonne Davis, Kellye Wood, Manuel Brenes, Tabatha Reeves, Tina Tribu, Kathy Edlelson, Vicky Leatherman, Chris Frommann, and Tracy Miller. She also recognized the principals of the summer programs: Judy D'Arcangelis, Rob Woodford, Kim Parker-DeVauld, Willie Watson, Dr. Vincent Hodge, and Mark Hill. In addition, Ms. Coles-Chalmers acknowledged the work of KPS support services: Human Resources, Food Services, Administrative Information Systems, the Transportation Department, Student Services Department, Facilities Management, the Stockroom, and Kalamazoo Communities in Schools.

Ms. Coles-Chalmers gave a PowerPoint presentation that provided an overview of the six summer programs: Early Start Kindergarten, K-6 Elementary Summer Literacy, Community Enrichment (new), Bilingual/Migrant, Middle School Extended Learning (new), and High School Credit Recovery. She said that special education was included in all programs. One of the highlights of the presentation was the K-6 English Language Arts data, which showed that at each grade level but one, between 72% and 99% of the students either gained or maintained their skills, and in K-6 mathematics between 78% and 95% of students either gained or maintained, which is a big improvement over the previous year. In the High School Credit Recovery program, of the 285 students enrolled, 253 (89%) recovered credits. Ms. Coles-Chalmers noted that even though we have a long way to go, she feels good about this report. It shows improvement and that we can work together to ensure that our students can be successful.

Board discussion: Board members expressed their appreciation for the hard work that went into the planning, implementation, and success of the 2008-2009 program. Among Trustee Henderson's questions and comments were: What was incorporated into the physical design of the early childhood classrooms? Regarding the Community Enrichment Program, did the classroom set-up and environment have a relationship to the reduction of feelings of anxiety? What methods were used to reduce anxiety? What is CHAMPS training? Parents can be an initial inhibitor to children's positive attitudes about school, so the parent involvement in the program is good. What is the "Oral Language Instruction-Mondo Oral Language?" It's impressive to see all the writing being incorporated into the summer school program. In the area of first grade retention, it appears that progress is being made on having fewer students identified and retained. The Douglass Community Center and New Genesis programs are impressive for getting parents in and participating in reading. Regarding the Credit Recovery program, it's impressive to see the many kids that were determined to be successful. Was instruction through a classroom situation or just through NovaNET? Are we seeing the need for less participation in the NovaNET program? Is that kind of work only available to high school students?

Among Treasurer Armstrong's questions and comments were: Please explain the 253.65 students! Ms. Coles-Chalmers and the team are to be commended for working six months to prepare children for the summer jump, for the continued learning that will narrow the gap, for the community involvement, and for the parental involvement. The interaction among parents, especially fathers, and children at the community centers, with the building of positive relationships with parents, is a seed that will go a long way to produce students ready for the Promise.

Among President Peterson's comments were: Regarding the Community Enrichment program, community involvement in areas where parents feel comfortable is a good start, and a good way to rebuild relationships with the school experience. There are a lot of families in transitional housing, so please don't forget the families that are in transition.

Among Vice President McGlenn's questions and comments were: It is exciting to see the follow-through on the individualized plans for kids, and that we continue to work together in teams to help kids focus on the areas where they are struggling, and to accommodate their varied learning styles. The community program seems to have built momentum last year, and expanding it and opening it up to more people would be a great thing. Anything we can do to encourage the parent component is huge, because it's key to the success of kids. There is a concern about credit retrieval credits—will kids have attained the skills to take the next class? We would like to start moving away from those kinds of classes, but for now, they are still giving kids the opportunity to move forward.

Among Trustee Breisach's questions and comments were: A thank you to Ms. Coles-Chalmers for the results of the summer school report and the report format. The administration and Board have worked together to recognize what works well, what has improved and what needs to be improved. Regarding the "summer slide," please explain for the public how a child that leaves summer school and knows no more or less than he or she did upon leaving the regular school can be considered successful. It would be instructive to have a scatter diagram that would indicate what the population of growth or shrinkage would look like among kids who maintained, kids who lost, and kids who gained. Summer school is important but not the silver bullet for kids who are behind. What plans and interventions are there for the kids who are behind to get them up to grade level? It would be helpful for the building and teaching staff to get data on each child so that they can provide individualized help and see how each child is progressing. What was learned from this year's summer school, and how will that be integrated into the regular school year? Even though the budget is tight, could some of what's being done in summer school be done during the regular school year with credit recovery, such as offering the programs after school or on Saturdays? The bottom line is that we have to figure out how to get more time among the students who need it and trained, experienced teachers. (Ms. Coles-Chalmers, Dr. Rice, and Ms. Peterson listed several school-based and community-based programs and initiatives that are either laying the groundwork for students to enter school at or above grade level, or assisting students with retrieving lost credits and being prepared for grade level material.)

Among Trustee Sholler-Barber's comments were: We can see how all this interconnects. A bond proposal was just approved and the summer program took place in schools and with equipment that had to be maintained. Without the maintenance, we wouldn't have been able to have the summer enrichment program. It's good to see that the summer program is data driven, and this, along with the grade level meetings, is a wondrous safety net. It's important in a large district for parents to know that the children's needs will be noticed and will be communicated to the parents. Hats off to partnering with the community and going to various places where transportation is not an issue for people. The Community Enrichment Program may be small now, but with time and growth, more centers in the community might be able to incorporate it because it is needed, functional, and practical.

Ms. Henderson indicated that she is still interested in have KPS explore year-round school. Are there still staff members interested in that, and how would that play out with the need for summer schools? Also, in view of the success of the Douglass and New Genesis community centers, instead of double blocking in school, it may be better for some students to try to raise their success level off site, and be allowed to take a class of interest in the school.

### **C. Budget Committee Membership Recommendation**

Dr. Rice said that this recommendation is for a citizen's budget committee that is being formed in light of the fairly substantial budget cuts that are likely to be imposed upon school districts across the state. Gary Start read the recommendation for the Board to appoint the district budget committee members

listed on the "Recommended Committee Composition" attachment. Mr. Start said the co-chairs are Dr. Tim Bartik and Dr. Charles Warfield, and the committee is composed of parents, community organization representatives, community members, and administrative support. He said the committee's task will be extremely difficult, but important, since it is so critical to explore all budget options to find the best combinations.

**Motion:** Moved by Carol McGlenn, supported by Patti Sholler-Barber, to approve the list (attached) depicting the 2010 Budget Committee composition.

Board discussion: Ms. Sholler-Barber thanked the committee members prior to their going into this arduous decision-making process. She also thanked the volunteers and those who worked to make this committee representative of the entire community. Ms. Henderson thanked all who committed to serving on the committee, and Mr. Start and his staff for their willingness to be able and ready to supply the necessary information, sometimes with short notice, that the committee will need to make its decisions. Mr. Armstrong said the two co-chairs are excellent, and thanked the whole team in advance for all that they are doing and will do during this tough budgetary season we are embarking upon.

Audience comments: None.

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

**D. Approval of the Contractual Agreement Between Kalamazoo Public Schools and the Kalamazoo Public Schools Transportation Association for 2009-2010**

Dr. Rice said this is an agreement with some very important people in the district, our bus drivers. In many cases, they are the first people our students meet each day, and they are very important for getting our students to and from school safely. Mr. Start read the recommendation, and said there is no increase in the total cost of the agreement. This group, like other employee groups, chose to elect a less costly MESSA insurance package, and will receive a two percent prospective pay increase and a small lump sum payment. There will also be a small change to their dental insurance plan. He thanked members of both bargaining teams, Becky McGehee, Tamara Maldonado, Linda Kingsbury, Ada Lewis, and Terri Aman. He complimented Terri Aman for her skills in working with both the budget and the transportation staff.

**Motion:** Moved by Liz Henderson, supported by Ervin Armstrong, to approve the contractual agreement between Kalamazoo Public Schools and the Kalamazoo Public Schools Transportation Association for 2009-2010.

Discussion: Ms. Sholler-Barber said that the trust factor between our parents and bus drivers is so important, and the bus experience is a huge extension of our classroom.

Audience: none

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

**X. Other Business**

None.

**XI. Comments by Trustees**

*Patti Sholler-Barber:* On behalf of the Board, congratulated Stacy Westhoff, the first Kalamazoo Promise student to receive a four-year degree. She said that to be the first in this wonderful line of graduates is a significant milestone. In addition, Ms. Sholler-Barber commended Mollie Peterson for being a wonderful partner in this adventure of helping to move along what it takes to educate and care for the children. She reflected on the adventure she and Ms. Peterson had in Clifton, New Jersey during

Dr. Rice's candidacy for KPS superintendent. Ms. Sholler-Barber added that she has enjoyed every moment of working with Mollie on the board, and supports her decision.

*Eric Breisach:* Said to Ms. Peterson that he is sorry to hear that she will longer be part of the Board, and it has been an honor to work with her. He explained that the Board chose Ms. Peterson to be the mid-term successor of another board member because of her story, her honesty, her perspective, and passion. Mr. Breisach said it has been enjoyable watching her grow into the job. He added that Ms. Peterson's life has been one of significant change over the past few years, and she is still growing. He also noted the importance of people coming forward to serve when there are vacancies, and the Board needs people with a diversity of life experiences.

*Carol McGlinn:* Shared that she attended a Loy Norrix High School Improv Team performance, and encouraged everyone to go see a group of really talented kids. She congratulated Mollie, thanked her, and said she has so enjoyed working with her this past year and a half. Ms. McGlinn said Mollie's voice, as an advocate for kids, will be in her head a lot.

*Liz Henderson:* Commented on the Gazette article about the milestone of the first four-year Promise graduate. She thanked the Promise donors for enriching this community with their generosity, as Mollie has enriched the community with her generosity by serving on the Board. Ms. Henderson said Mollie has enriched her life and many others' lives too.

*Ervin Armstrong:* Commented about an article in the Gazette about a parent meeting at Mt. Zion Church, and shared some comments made by parents after the meeting that showed the message about the importance of reading got through. He said that is what he is talking about when he refers to getting the community on board, because we are all in it for the children in our community. He commended the program, and the KPS principals and other staff that attended. Mr. Armstrong thanked Ms. Peterson for her leadership and for helping him make his decision to run for the Board. He also thanked her for her advocacy for the children, especially those at Phoenix High School and the Middle School Alternative Learning Program, and said she became a voice for the children that didn't have a voice, and shared that representation with the Board. He concluded by expressing that God has more good plans for Mollie.

*Mollie Peterson:* Thanked the communities and families, and Promise donors. She expressed to the families that education is a seed that has to be planted. She said she recognizes that people are struggling, some with additional problems due to addictions that cause them to lose parental control, and have been struggling since she became a Board member. Ms. Peterson said to the families that are getting on board and taking a stand for their children, "Don't you dare give up! The seed that you have planted has to come to fruition. You created the child, you set the vision for child, and you make sure that vision comes to pass." She also said that a person's environment is not who that person is, and is subject to change. Ms. Peterson thanked the families for voting for her and allowing her to represent them. She said she appreciates Dr. Rice, her Board team, and administration, and that her heart is full of love.

### **Comments by the Superintendent**

Superintendent Rice thanked Ms. Peterson, and said her voice is an important voice for children who rarely have a voice. He said that although she will be missed on the Board, her leadership will not be missed in the community, as he is sure she will be advocating for children in many other ways. Dr. Rice said there are interesting plans for her, in the present and in the future.

Dr. Rice also noted the announcement regarding Assistant Superintendent for Human Resources Ms. Mary Weber's upcoming retirement. He said that he would be saying more nearer to her retirement date, but wanted to share now that she will be missed for her experience, knowledge, and attention to the many needs in a very complex human resources department. In addition, Dr. Rice thanked Pat Coles-Chalmers and the entire Teaching and Learning Services team, and concluded by thanking State Superintendent of Public Instruction Mike Flanagan and his assistant Andrea Post for their visit on Wednesday. During the day, Superintendent Flanagan and Ms. Post were able to visit Northeastern Elementary School, Linden Grove Middle School, and El Sol Elementary School. Dr. Rice said although they weren't able to see the full picture of KPS, they were probably able to have gained some appreciation for what Kalamazoo Public Schools has been and is.

**XII. Executive Session**

President Peterson did not call for an executive session, and adjourned the meeting at 9:20 p.m.

Respectfully submitted,

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

**(ATTACHMENTS TO THE FEBRUARY 4, 2010 MINUTES)**

**BOND PROPOSAL**

Shall the Kalamazoo Public Schools, County of Kalamazoo, Michigan, borrow the principal sum of not to exceed Sixty-Two Million One Hundred Sixty Thousand Dollars (\$62,160,000) and issue its general obligation unlimited tax bonds for the purpose of defraying the cost of:

- remodeling existing school district buildings, including safety, security and energy conservation improvements;
- equipping, furnishing, re-equipping and refurnishing school district buildings and acquiring buses;
- acquiring and installing technology infrastructure and equipment in and connecting school district buildings;
- new construction to replace portions of the Washington Writer's Academy building;
- erecting additions to existing school district buildings, including middle school classrooms; and
- acquiring, improving and developing sites, including traffic flow and parking improvements, playgrounds, playfields and outdoor athletic fields, facilities and structures in the school district?

YES

NO

The school district estimates that the debt millage levy required in 2010 for both its proposed and outstanding debt will remain at or below the 5.35 mills levied in 2009. The estimated millage to be levied in 2010 to service this issue of bonds is 0.71 mills (\$0.71 per \$1,000 of taxable value) and the estimated simple average annual millage rate required to retire the bonds of this issue is 1.20 mills (\$1.20 per \$1,000 of taxable value). The bonds may be issued in one or more series, payable in the case of each series in not to exceed twenty years from the date of issue of such series.

*(Under State law, bond proceeds may not be used to pay teacher or administrator salaries, routine maintenance costs or other school district operating expenses.)*

KALAMAZOO PUBLIC SCHOOLS  
2010-11 Budget Committee  
Recommended Committee Composition

**Co-chairs:**

Dr. Tim Bartik  
Dr. Charles Warfield

**Members:**

Jenny Doezema  
Stewart Gulliver  
Patty Knipe  
Misty Larthridge  
Brandy Moore  
Tim Terrentine  
Dhanisha Blackeagle  
Lisa Dougherty  
Tracy Kiel  
Bridget Timmeney  
Kim Parker-Devauld  
Chuck Pearson  
Millie Lambert  
Mike Milka  
Beth ODonnell  
Julie Scott  
Odis Haynes  
Lester Hughes  
Arnie Mikon  
Linda Servis  
Terri Aman  
Pat Chalmers  
Cindy Green  
Dr. Terina Harvey  
Laura Kayser  
Timon Kendall  
Dr. Michael Rice  
Dr. Zaheerah Shakir-Khan  
Gary Start  
Mary Weber  
Barbara Witzak

VII.B.

KALAMAZOO PUBLIC SCHOOLS  
Office of the Superintendent

TO: Board of Trustees  
FROM: Michael F. Rice, Ph.D.  
DATE: February 25, 2010  
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, and equipment and for building construction, 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:** February 25, 2010  
**Request Number:** 2010-17  
**Amount:** \$208,528.00

**Item:** Remodeling at Arcadia Elementary School

**Cost Center:** 2006 Bond

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

**Description of Need:** This purchase recommendation includes the following 2006 bond construction projects: replace sidewalks, and floor tile in the cafeteria, classrooms and corridors; remodel two student restrooms, the main office, and a classroom into a computer lab; install ceiling fans; and extend the public address system.

**Vendor:** See attached spreadsheet

**Number of Proposals Requested:** 73                      **Received:** 18

**Low Bid Accepted?** Yes

**Additional Information:**

Budget	\$315,255.00
Base Bid	181,329.00
Contingency	<u>27,199.00</u>
	\$208,528.00
Under/(Over)	\$106,727.00

**CONTRACTOR RECOMMENDATIONS**

Project: Arcadia Elementary School  
Owner: Kalamazoo Public Schools  
Architect: TowerPinkster  
Construction Manager: CSM Group  
Bid Date: February 2, 2010

<u>BID CATEGORY</u>	<u>RECOMMENDED CONTRACTOR</u>	<u>BID AMOUNT</u>	<u>ALTERNATE</u>	<u>TOTAL AMOUNT</u>
GENERAL TRADES	HAZELHOFF BUILDERS Kalamazoo, MI	\$63,500	\$2,450	\$65,950
FLOORING	CENTRAL TILE & TERRAZZO CO., INC. Kalamazoo, MI	\$55,659	\$2,445	\$58,104
PLUMBING/HVAC	MALL CITY MECHANICAL Kalamazoo, MI	\$19,000	\$209	\$19,209
ELECTRICAL	ALLSTATE ELECTRIC Jenison, MI	\$32,100	\$3,050	\$35,150
CONTROLS	HAVEL BROS. Kalamazoo, MI	\$2,916		\$2,916
<b>TOTAL AMOUNT OF AWARD:</b>				<b>\$181,329</b>

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

**Board Meeting Date:** February 25, 2010  
**Request Number:** 2010-18  
**Amount:** \$307,005.00

**Item:** Remodeling at Lincoln International Studies School

**Cost Center:** 2006 Bond

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

**Description of Need:** This purchase recommendation includes the following construction projects identified in the 2006 bond: replace the asphalt basketball court, flooring on the first floor, the master clock and fire alarm systems, ceiling and lighting in Room 122, and the second floor gymnasium scoreboard and wood floor; install new light fixtures in the stairwells; and remodel the main office and four single-occupancy restrooms on the first floor.

**Vendor:** See attached spreadsheet

**Number of Proposals Requested:** 128      **Received:** 40

**Low Bid Accepted?** Yes

**Additional Information:**

Budget	\$343,474.00
Base Bid	266,960.60
Contingency	<u>40,044.40</u>
	\$307,005.00
Under/(Over)	\$ 36,469.00

**CONTRACTOR RECOMMENDATIONS**

Project: Lincoln International Studies School  
Owner: Kalamazoo Public Schools  
Architect: TowerPinkster  
Construction Manager: CSM Group  
Bid Date: January 26, 2010

<u>BID CATEGORY</u>	<u>RECOMMENDED CONTRACTOR</u>	<u>BID AMOUNT</u>	<u>ALTERNATE</u>	<u>TOTAL AMOUNT</u>
GENERAL TRADES	KALAMAZOO CONTRACTORS Kalamazoo, MI	\$42,800	\$1,284	\$44,084
METAL STUDS/FRAMING/ DRYWALL	RITSEMA ASSOCIATES Kalamazoo, MI	\$19,051	\$2,468	\$21,519
FLOORING	MIGALA CARPET ONE Kalamazoo, MI	\$24,392	\$225.60	\$24,617.60
SPECIALTY FLOORING	KIEFFER SPECIALTY FLOORING Lindenhurst, IL	\$43,000	\$550	\$43,550
PAINTING	WEST MICHIGAN PAINTING Kalamazoo, MI	\$2,880	\$750	\$3,630
PLUMBING/HVAC	A-1 REFRIGERATION SALES & SERVICE Kalamazoo, MI	\$15,300	\$200	\$15,500
ELECTRICAL	ESPER ELECTRIC Kalamzoo, MI	\$64,500	\$38,800	\$103,300
ASPHALT PAVING	J. ALLEN & COMPANY Galesburg, MI	\$10,600	\$160	\$10,760
<b>TOTAL AMOUNT OF AWARD:</b>				<b>\$266,960.60</b>

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

**Board Meeting Date:** February 25, 2010  
**Request Number:** 2010-19  
**Amount:** \$343,800.00

**Item:** Remodeling at Northglade Montessori Magnet School

**Cost Center:** 2006 Bond

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

**Description of Need:** This purchase recommendation includes the following 2006 bond construction projects: remodel three student restrooms and a classroom into a computer lab; replace lighting in the cafeteria and classrooms, secondary clocks, 19 corridor doors and hardware, cabinetry and sinks in 13 classrooms; and extend the public address system.

**Vendor:** See attached spreadsheet

**Number of Proposals Requested:** 73                      **Received:** 18

**Low Bid Accepted?** Yes

**Additional Information:**

Budget	\$352,812.00
Base Bid	312,545.00
Contingency	<u>31,255.00</u>
	\$343,800.00
Under/(Over)	\$ 9,012.00

**CONTRACTOR RECOMMENDATIONS**

Project: Northglade Montessori Magnet School  
Owner: Kalamazoo Public Schools  
Architect: TowerPinkster  
Construction Manager: CSM Group  
Bid Date: February 2, 2010

<u>BID CATEGORY</u>	<u>RECOMMENDED CONTRACTOR</u>	<u>BID AMOUNT</u>	<u>ALTERNATE</u>	<u>TOTAL AMOUNT</u>
GENERAL TRADES	HAZELHOFF BUILDERS Kalamazoo, MI	\$74,800		\$74,800
FLOORING	MIGALA CARPET ONE Kalamazoo, MI	\$24,143	\$294	\$24,437
PLUMBING/HVAC	INDUSTRIAL PIPING & MAINTENANCE Sturgis, MI	\$39,400	\$508	\$39,908
ELECTRICAL	ESPER ELECTRIC Kalamazoo, MI	\$173,400		\$173,400
<b>TOTAL AMOUNT OF AWARD:</b>				<b>\$312,545</b>

Revised 2-23-10

KALAMAZOO PUBLIC SCHOOLS  
Office of the Superintendent

TO: Board of Trustees

FROM: Michael F. Rice, Ph.D.

DATE: February 25, 2010

SUBJECT: Personnel Changes

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

- I. Employment
  - A. Professional/Management
    - Kathryn M. Rozich, 2F, Kindergarten, Woods Lake Elementary: A Magnet Center for the Arts, 2/1/10
    - Ebony C. Byrd, 3F, Elementary, Woods Lake Elementary: A Magnet Center for the Arts, 2/1/10
    - Heather Hayner, 2F, Benefits Specialist; Business, Communications and Operations
  - B. Classified
    - Jessi Hoard, 2F, Classroom Paraprofessional, Juvenile Home School, 02/08/2010
- II. Promotions/Key Transfers
  - A. Professional/Management
  - B. Classified
- III. Leaves of Absence
  - A. Professional/Management
  - B. Classified
- IV. Terminations
  - A. Professional/Management
    - Patricia Coles-Chalmers, 3F, Assistant Superintendent of Teaching & Learning Services, Teaching & Learning Services, 08/13/2010; retirement
    - Sharon Morgan, 2F, Physical Education, Unassigned, 03/31/10, retirement
  - B. Classified
    - Lamanzer Williams, 3M, Student Responsibility Facilitator & Head Varsity Football Coach, Kalamazoo Central High School, 2/12/2010; resignation

KALAMAZOO PUBLIC SCHOOLS  
Office of the Superintendent

TO: Board of Trustees

FROM: Michael F. Rice, Ph.D.

DATE: February 25, 2010

SUBJECT: Early Start – Grade 12 Summer Extended Learning Enrichment Programs

RECOMMENDATION: It is recommended that the Board of Trustees receive the attached information regarding the 2009-2010 Summer Extended Learning Enrichment Programs.

RATIONALE: The 2009-2010 Summer Extended Learning Enrichment Programs will focus on high levels of literacy and numeracy achievement for recommended PreK-12 students. The summer programs will target first and eighth grade students performing one or more years below grade level in literacy and numeracy. Identified students in these grades will be required to participate in Summer Extended Learning Enrichment Programs. Other students identified by school academic teams will take advantage of the summer programs to improve or maintain their academic skills.

The Early Start Summer Program will be offered to pre-kindergarten students who will be entering kindergarten in the fall of 2010.

The Community-Extended Enrichment Program will address academic needs in the areas of reading, writing, and/or mathematics for identified first grade students and will include a parenting component.

The Summer Literacy Independent Reading Program will be offered to all current 5<sup>th</sup> grade students who will be entering 6<sup>th</sup> grade fall 2010. The goal of this project is to improve reading levels of children from homes with little or no reading material who traditionally have reading levels that decline during the summer.

It is anticipated that a high number of students will participate in the Summer Extended Learning Enrichment Programs. Therefore, continued commitment by the district is needed to support staffing needs, necessary professional development, transportation, and instructional services for students.

**KALAMAZOO PUBLIC SCHOOL DISTRICT**  
**OVERVIEW OF SUMMER EXTENDED LEARNING ENRICHMENT PROGRAM COMPONENTS**  
**2009-2010**

**ELEMENTARY**

K-5 Summer Extended Learning Enrichment Program

The Summer Extended Learning Enrichment Program is designed to provide instruction for elementary students scoring less than proficient in reading, writing, and mathematics skills on local and state assessments. Note that first grade students performing below grade level are required to attend summer school. The inclusion of intensive interventions in phonemic awareness, phonics, fluency, vocabulary, text comprehension, writing, and oral language will assist first graders to achieve proficiency in reading and writing. In mathematics, elementary students will use interventions that focus on numeration and problem solving. Instruction incorporating these integrated strands will develop students' understanding of numeration in real-life application problems.

Bilingual Summer School Program

The Bilingual Summer School Program will collaborate with elementary staff to maximize use of all available resources. The program will serve bilingual students considered as English language learners according to language proficiency tests. Bilingual/ESL staff will work with these students in providing ESL and bilingual instruction to improve language proficiency and strengthen reading and math skills. The services are intended to promote the acquisition of reading, writing, listening, speaking, thinking skills, and strategies needed to be successful in the classroom.

Summer School for Students with Special Education Services

Regular education classrooms will accommodate special education students to the greatest extent possible. Teachers will focus on language, mathematics, and social skills goals and objectives presented in Individual Educational Plans. Students will acquire academic skills through the inclusion of various strategies to achieve their potential as literate individuals. Students requiring additional accommodations will receive direct special education services.

**MIDDLE SCHOOL**

Summer Program for Instrumental Music

Fiddle Philharmonic will be the emphasis of the summer band and orchestra program. Students in 7<sup>th</sup> and 8<sup>th</sup> grades will learn about jazz as they build instrumental skills and rhythm reading.

6<sup>th</sup> and 7<sup>th</sup> Grade Mathematics and ELA Extension Program

The Mathematics and ELA Extension Summer School Program is designed to expose 6<sup>th</sup> and 7<sup>th</sup> grade students to concepts and skills that will strengthen their understanding in reading, writing, and mathematics. Materials will focus on challenging tasks that will promote individual academic growth.

6<sup>th</sup> and 7<sup>th</sup> Grade Mathematics and ELA Intervention Program

The Mathematics and ELA Intervention Summer School Program is designed to provide instruction for 6<sup>th</sup> and 7<sup>th</sup> grade students scoring less than proficient in reading, writing, and mathematics on local and state assessments. Materials will focus on interventions that meet the needs of each student.

**SUMMER EXTENDED LEARNING ENRICHMENT PROGRAM COMPONENTS CONTINUED**

**8<sup>th</sup> Grade Summer School**

Students who fail two or more of the required core courses during the school year must attend summer school. Each student will enroll in two, two-hour block classes. Course assignments will depend on classes failed. In instances where an eighth grade student fails more than two classes, the focus will first be on English Language Arts (ELA) followed by mathematics. Students’ successful completion of the summer school program will satisfy local requirements to attend high school in fall 2010. Retention may be recommended for students who do not attend or successfully complete the summer school program.

**HIGH SCHOOL**

**Credit Recovery for High School Students**

Summer school will serve as a vehicle to provide high school students with an opportunity to recover credit in previously failed academic courses.

**STUDENTS WITH SPECIAL EDUCATION SERVICES**

Students with special education services in middle school and high school may attend summer school. Students will acquire academic skills through the inclusion of various strategies to achieve their potential as literate individuals. Students needing more accommodations will receive direct special education services.

**RETENTIONS**

**1<sup>st</sup> and 8<sup>th</sup> Grade Required Summer School**

An outside evaluator will be consulted to evaluate the effectiveness of our first and eighth grade required summer school programs and retention procedures.

**SUMMARY OF BUDGETS**

	Regular Ed.	Special Ed.	Total
Elementary	\$688,161	\$20,627	\$708,788
Middle School	\$164,858		\$164,858
High School	\$108,746	\$8,562	\$118,308
	Grand Total:		<u>\$991,954</u>

K-12 Summer School Program (from above)	\$991,954
Early Start Summer Program (PreK)	\$ 70,993
Community-Extended Enrichment Program (K-5)	\$ 30,900
Summer Literacy Independent Reading Program (5)	\$ 74,342
Grand Total:	<b><u>\$1,168,189</u></b>

**ELEMENTARY SUMMER EXTENDED LEARNING  
ENRICHMENT PROGRAM**

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**Grades K–5 (Program Includes Bilingual, Montessori, and Special Education)**

The elementary level of the Summer Extended Learning Enrichment Program is proposed for kindergarten through fifth grade students to build or strengthen their foundational knowledge and skills in literacy and numeracy. To build upon prior knowledge and strengthen conceptual understanding in reading, writing, and mathematics, activities will feature science and social studies concepts.

**INSTRUCTIONAL PROGRAM**

Elementary staff will integrate literacy across all content areas (mathematics, science, and social studies) and utilize instructional strategies and approaches; including cooperative learning, multiple intelligences, and critical thinking to reinforce academic skills. Students will use problem solving strategies in reading, writing and mathematics. Instruction will focus on developing fluent writing, teaching the conventions of writing, and learning particular forms to improve writing in the content areas. Students will maintain journals and integrate writing throughout the content areas.

**CURRICULUM FOR ENGLISH LANGUAGE ARTS**

Students in first and second grade will use *Early Success* (a research-based reading intervention program) for extra support to become proficient grade-level readers. Rigby materials are used for kindergarten and designed for small groups of five-to-seven students. The daily lesson plan provides explicit, direct instruction in a three-part lesson plan: Rereading for Fluency, Reading the Books of the Week for instruction in strategic action to sustain reading and expand comprehension. The lessons include Working with Words/Writing Sentences. The teachers receive professional development in the instructional plan of *Early Success* and engaging literacy centers to practice reading skills and strategies. To increase students' fluency (the bridge between decoding and comprehension), second grade students will use *Read Naturally*.

Students in third through fifth grade currently reading significantly below grade level will use *Soar to Success*, a research-based reading intervention program. This small-group model uses motivating fiction and nonfiction literature, reciprocal teaching, and graphic organizers in fast-paced lessons to accelerate reading growth. Students use *Read Naturally* to continue building reading fluency. Professional development includes instructional strategies: comprehension strategies involving reciprocal teaching, vocabulary/word study, writing in response to reading, and purposeful practice of strategies during student work in reading centers.

**ASSESSMENT FOR ENGLISH LANGUAGE ARTS**

Students in kindergarten through second grade literacy classrooms will be assessed using Dynamic Indicators of Basic Early Literacy Skills (DIBELS). DIBELS is a set of standardized, individually administered measures of early literacy development. The assessment component is short in duration (one-minute fluency measures used to regularly monitor development of pre-reading and early reading skills). The assessments used for kindergarten students include Initial Sound Fluency and Phoneme Segmentation Fluency. First grade assessments include Phoneme Segmentation Fluency and DIBELS Oral Reading Fluency. First grade retention students will be given Benchmark Assessment (System 1) in May and at the end of summer school. Second and third grade students use DIBELS Oral Reading Fluency. Teachers will progress monitor to evaluate student progress during the six weeks of summer school. Included components from the Benchmark Assessment System will determine students' instructional reading level and provide information on knowledge of letter/sound relationships, spelling patterns, and word structure. Students will receive pre- and post-assessments in writing and will use 6+1 Traits with an emphasis on ideas, organization, and conventions.

Students in third through fifth grade will be assessed using Retelling Protocol and Oral Reading Check found in *Soar to Success* Teacher's Editions. Pre-assessments and post-assessments will be based on Oral Reading Checks. *Read Naturally*, which assesses students' oral reading fluency and progress, will be monitored during the six weeks of summer school. Components from the Benchmark Assessment System will be used to determine students' instructional reading level and a "word features list" will be used to provide information about which features of words children are able to attend to for knowledge of letter/sound relationships, spelling patterns, and word structure.

### **CURRICULUM FOR MATHEMATICS**

The mathematics curriculum for kindergarten through fifth grade will emphasize developing conceptual understanding and numerical fluency. Students in kindergarten through fifth grade will use student-centered materials that focus on the Number and Operation standards, along with problem solving skills, outlined in the Michigan Grade Level Content Expectations. Scott Foresman Mathematics, Context for Learning Mathematics, literature read a-louds, and music lessons will be used as support materials and are aligned with content standards. Learning stations will offer students various opportunities to engage in the learning process. Stations will focus on small group learning, use of technology, math specific games, hands-on manipulatives, and written expression.

### **ASSESSMENT FOR MATHEMATICS**

Instructors will measure students' progress in several ways. First, students in third through fifth grade will be assessed in both spring and fall 2010 using Scantron's edPerformance Assessment System. Scores representing a sample of third through fifth grade summer school students will be extracted from the data for analysis. Secondly, students will take written pre- and post-tests that are built into the curriculum materials. Pre-test results will identify areas of emphasis for teacher and paraprofessionals to target instruction.

Secondly, students will be taking pre- and post-tests comprised of items that focus on the Number and Operations standards. The items are formatted based on MEAP released items and an item bank from Scott Foresman Mathematics. Pre-test results will identify areas of emphasis for teachers and paraprofessionals to target instruction. This instruction will be further informed with the use of a daily check list, to record when students meet an expectation and to maintain a running record of the student's accomplishments.

### **STUDENT SELECTION**

Students currently enrolled in kindergarten through fifth grade meeting at-risk qualifications are eligible for participation in summer school. Attendance is mandatory for first grade students who meet the Elementary Extended Learning Criteria.

### **STAFFING AND PLANNING**

The summer program will consist of the following staff: two principals, two assistant principals, eight coaches, two behavior specialists, 46 teachers, 31 paraprofessionals, 10 proctors (testers), four secretaries, one computer lab aide, and one nurse.

Kalamazoo Communities in Schools (KCIS) will also provide Promise Fellows for elementary classrooms (district to match funds needed, as in the past). Promise Fellows will assist students in first grade classrooms.

Instructional staff will be given an additional 15 minutes in the morning for planning Monday through Thursday, and one and one half-hours after school on Tuesdays and Thursdays for grade-level collaboration. Staff will attend one-hour staff meetings on Mondays. First grade teachers will receive an additional two hours to complete information for retention meetings prior to conclusion of the summer program.

**ELEMENTARY SUMMER EXTENDED LEARNING ENRICHMENT PROGRAM CONTINUED**

**PROFESSIONAL DEVELOPMENT**

Staff will attend professional development various times between June 21-24, 2010 and participate in staff meetings and classroom prep/set up on June 25, 2010 from 8:00 a.m. to 3:00 p.m. Ongoing professional development will occur after school on Wednesdays. In addition, professional development will be held on two Saturdays for the leadership team (principals, assistant principals, coaches, and behavior specialists) and testers. Assignments end on August 12, 2010 for principals, assistant principals, coaches, and behavior specialists following the leadership debriefing meeting.

**SATURDAY LEADERSHIP MEETINGS (2)**

<b>Position</b>	<b>Hours</b>	<b>Rate of Pay</b>	<b>Cost/Staff</b>	<b># of Staff</b>	<b>Projected Cost</b>
Principals	12	\$ 25.00	\$ 300	2	\$ 600
Assistant Principals	12	\$ 23.00	\$ 276	2	\$ 552
Coaches	12	\$ 20.40	\$ 245	8	\$ 1,958
Behavior Specialists	12	\$ 12.50	\$ 150	2	\$ 300
Total Salaries:					\$ 3,410
Total Benefits 24.59%:					\$ 839
<b>TOTAL SALARIES AND BENEFITS</b>					<b>\$ 4,249</b>

**PRESERVICE PROFESSIONAL DEVELOPMENT - JUNE 21-24, 2010**

<b>Position</b>	<b>Hours</b>	<b>Rate of Pay</b>	<b>Cost/Staff</b>	<b># of Staff</b>	<b>Projected Cost</b>
Principals	20	\$ 25.00	\$ 500	2	\$ 1,000
Assistant Principals	20	\$ 23.00	\$ 460	2	\$ 920
Teachers (K-5)	18	\$ 11.44	\$ 206	45	\$ 9,266
Coaches	48	\$ 11.44	\$ 549	8	\$ 4,393
Behavior Specialists	18	\$ 12.50	\$ 225	2	\$ 450
Paraprofessionals	18	\$ 7.46	\$ 134	29	\$ 3,894
Prep Time (Coaches)	40	\$ 20.40	\$ 816	4	\$ 3,264
Special Meetings	8	\$ 11.44	\$ 92	4	\$ 366
Other Trainers	45	\$ 20.40	\$ 918	6	\$ 5,508
Total Salaries:					\$ 29,062
Total Benefits (24.59%):					\$ 7,146
<b>TOTAL SALARIES AND BENEFITS</b>					<b>\$ 36,208</b>

**STAFF MEETING/CLASSROOM PREP – JUNE 25, 2010**

<b>Position</b>	<b>Hours</b>	<b>Rate of Pay</b>	<b>Cost/Staff</b>	<b># of Staff</b>	<b>Projected Cost</b>
Principals	10	\$ 25.00	\$ 250	2	\$ 500
Assistant Principals	10	\$ 23.00	\$ 230	2	\$ 460
Teachers (K-5)	8	\$ 20.40	\$ 163	45	\$ 7,344
Coaches	10	\$ 20.40	\$ 204	8	\$ 1,632
Behavior Specialists	10	\$ 12.50	\$ 125	2	\$ 250
Secretaries	8	\$ 9.63	\$ 77	4	\$ 308
Paraprofessionals	8	\$ 7.46	\$ 60	29	\$ 1,731
Total Salaries					\$ 12,225
Total Benefits (24.59%):					\$ 3,006
<b>TOTAL SALARIES AND BENEFITS</b>					<b>\$ 15,231</b>
<b>TOTAL PROJECTED COST FOR PROFESSIONAL DEVELOPMENT</b>					<b>\$ 55,688</b>

**PROGRAM OPERATION, SITES, DATES AND TIMES**

The Summer Extended Learning Enrichment Program includes Bilingual and Special Education students. Attendance dates are June 28, 2010 through August 5, 2010 (24 days). School will be in session four days each week, Monday through Thursday. Grades K-2, Bilingual K-2, and Special Education K-2 will attend from 8:00 a.m. to 2:30 p.m. at Northeastern Elementary.

Grades 3-5, Bilingual 3-5, and Special Education 3-5 will attend from 8:00 a.m. to 2:30 p.m. at Prairie Ridge Elementary. Students are allowed two excused absences. Students who miss more than two days will be dropped from the program.

**MEAL PROGRAM**

The Kalamazoo Public School District's Food Service Department will provide meals in compliance with U.S.D.A. regulations.

**FINANCIAL CONSIDERATIONS**

At-Risk, Title I, General Fund, and Special Education monies will fund the elementary component of the Summer Extended Learning Enrichment Program. Costs include staff salaries and benefits, instructional materials, and student transportation. General Funds will cover costs not allowable under At Risk guidelines (administrative and professional development costs).

ELEMENTARY SUMMER EXTENDED LEARNING ENRICHMENT PROGRAM CONTINUED

**ELEMENTARY PROGRAM  
PROPOSED BUDGET**

<b>Position</b>	<b>Hours/ Week</b>	<b># of Weeks</b>	<b>Hours/ Staff</b>	<b>Rate of Pay</b>	<b>Cost/ Staff</b>	<b># of Staff</b>	<b>Projected Cost</b>
Principals	46	6	276	\$ 25.00	\$ 6,900	2	\$ 13,800
Assistant Principals	46	6	276	\$ 23.00	\$ 6,348	2	\$ 12,696
Teachers (K-5)	36	6	216	\$ 20.40	\$ 4,406	44	\$ 193,882
Coaches	36	6	216	\$ 20.40	\$ 4,406	8	\$ 35,251
Behavior Specialists	36	6	216	\$ 12.00	\$ 2,592	2	\$ 5,184
Paraprofessionals	36	6	216	\$ 7.46	\$ 1,611	29	\$ 46,729
Secretaries	46	6	276	\$ 9.63	\$ 2,658	4	\$ 10,632
Computer Lab Aide	<i>Hours vary weekly</i>		120	\$ 9.00	\$ 1,080	1	\$ 1,080
Proctor (Testers)	<i>Hours vary weekly</i>		90	\$ 20.40	\$ 1,836	10	\$ 18,360
Total Salaries:							\$ 337,614
Total Benefits (24.59%):							\$ 83,019
<b>TOTAL SALARIES AND BENEFITS</b>							<b>\$ 420,633</b>
Total Cost Salaries and Benefits:							\$ 420,633
(includes salaries/benefits, cost for trainers, supplies, lunch) Professional Development:							\$ 55,688
Teacher/Student Instructional Materials and Supplies:							\$ 45,000
In-school Activity - Misc.:							\$ 5,000
Printing:							\$ 15,000
1st Grade Program /Retention Evaluation:							\$ 1,500
Transportation:							\$ 130,000
(\$1,534 x 10 VISTA Workers (Tentative):							\$ 15,340
<b>TOTAL COST FOR ELEMENTARY SUMMER SCHOOL</b>							<b>\$ 688,161</b>
<b>Position</b>	<b>Hours/ Week</b>	<b># of Weeks</b>	<b>Hours/ Staff</b>	<b>Rate of Pay</b>	<b>Cost/Staff</b>	<b># of Staff</b>	<b>Projected Cost</b>
Teachers	32	6	192	\$ 20.40	\$ 3,917	2	\$ 7,834
Speech Pathologist	20	6	120	\$ 20.40	\$ 2,448	1	\$ 2,448
Nurse	110 hrs. Total			\$ 31.00	\$ 3,410	1	\$ 3,410
Paraprofessionals	32	6	192	\$ 7.46	\$ 1,432	2	\$ 2,865
Total Salaries:							\$ 16,556
Total Benefits (24.59%):							\$ 4,071
<b>TOTAL COST FOR SPECIAL EDUCATION SUMMER SCHOOL</b>							<b>\$ 20,627</b>
<b>TOTAL PROJECTED COST FOR SUMMER SCHOOL</b>							<b>\$ 708,788</b>
<i>(Grades K-5, including Special Education)</i>							

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## EARLY START SUMMER PROGRAM

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*(Students entering Kindergarten in the fall 2010)*

The Early Start Summer School is designed to provide an early-start kindergarten program for students entering kindergarten in the fall of 2010. The students identified for this program will experience a full-day, hands-on instructional program.

**1. BACKGROUND:**

- a. Focus on age-eligible, Fall 2010 KPS kindergarten students (required enrollment). Students are five years old on or before December 1.
- b. Priority is given to: 1) students without previous Great Start Readiness Program (GSRP) or Head Start experience, and 2) current PEEP students recommended by teachers.

**2. CURRICULUM**

- a. Students attend a full-day program, Monday through Thursday, 6.5 hours of instruction per day.
- b. There will be four classrooms with seventeen students enrolled in each, for a total of 68 students.
- c. Opening the World of Learning (OWL) Summer School program is the curriculum. Summer School will address Unit 1-Family and half of Unit 2-Friends. NOTE: These units are part of the regular OWL curriculum.
- d. The daily schedule includes story time, songs/word play/letters, small groups, learning centers, and expository texts.
- e. Classrooms are staffed by one preschool teacher and two paraprofessionals for extensive individualized instruction.
- f. Students receive one core storybook each week to extend learning at home.
- g. Speech Therapist provides embedded instructional support to students, focusing on enhanced oral language and vocabulary development.
- h. Behavior Specialist provides PD for teaching staff and embedded classroom socio-emotional and challenging behavior assistance.
- i. Family Literacy Specialist offers weekly Read Together, Talk Together family literacy sessions at school, and coordinates at least three family events (e.g, storyteller, Curious Kids Museum, attending a play or musical).

EARLY START SUMMER PROGRAM CONTINUED

**3. DEVELOPMENTAL SCREENING AND ASSESSMENT**

- a. Contracted assessors screen all students at entry with the Early Screening Inventory to determine if students need additional assessment for special services. (Current PEEP students have received this screening.)
- b. Contracted assessors administer the Alphabet Knowledge and Name Writing subscales of the Preschool Phonological Awareness Literacy Screening (PALS) at the beginning and end of the program.
- c. Teachers complete the KPS End of Preschool Parent Checklist at the beginning and end of the program.

**4. BUDGET SUMMARY**

Personnel	\$ 50,835
Curriculum	\$ 13,100
Printing	\$ 700
Screening and Assessment	\$ 750
Families	\$ 1,800
Transportation	\$ 3,808
<b>TOTAL</b>	<b>\$ 70,993</b>

EARLY START SUMMER PROGRAM CONTINUED

**EARLY START SUMMER PROGRAM  
PROPOSED BUDGET**

<b>Position</b>	<b># of Staff</b>	<b>Hours and Rate of Pay</b>	<b>Total</b>
Teacher	4 FTE	Pre-Service PD 24 hours @ \$11.44 = \$275 Pre-Service Staff Mtg./Classrm. Prep 7 hrs. @ \$20.40 = \$143 Weekly Grade Level PD 9 hours @ \$20.40 = \$184 Program 192 hours @ \$20.40 = \$3,917 Per Teacher Cost = \$4,519	\$18,076
Paraprofessional	8 FTE	Paraprofessional: Pre-Service PD 24 hours @ \$7.46 = \$179 Pre-Service Staff Mtg./Classrm. Prep 7 hrs. @ \$7.46 = \$52 Weekly Grade Level PD 9 hours @ \$7.46 = \$67 Program 192 hours @ \$7.46 = \$1,432 Per paraprofessional cost = \$1,730	\$13,840
Speech Therapist	.5 FTE	Pre-Service PD 12 hours @ \$11.44 = \$137 Pre-Service Staff Meeting/Plan 3.5 hours @ \$20.40 = \$71 Weekly Grade Level PD 4.5 hours @ \$20.40 = \$92 Program 96 hours @ \$20.40 = \$1,958	\$2,258
Behavior Specialist	.5 FTE	Pre-Service PD 12 hours @ \$12.50 = \$150 Pre-Service Staff Meeting/Plan 3.5 hours @ \$12.50 = \$44 Weekly Grade Level PD 4.5 hours @ \$12.50 = \$56 Program 96 hours @ \$12.50 = \$1,200	\$1,450
Family Literacy Specialist	.5 FTE	Pre-Service PD 12 hours @ \$12.50 = \$150 Pre-Service Staff Meeting/Plan 3.5 hours @ \$12.50 = \$44 Weekly Grade Level PD 4.5 hours @ \$12.50 = \$56 Program 96 hours @ \$12.50 = \$1,200	\$1,450
Secretary	.4 FTE	Secretarial support 136 hours @ \$9.63	\$1,300
Assessor		Assessors @ \$20.40 1.5 hr PALS (pre & post) X 68 students = 97.5 hours .5 ESI X 34 students = 17 hours	\$2,428
		FICA & Benefits 24.59% of \$40,720	\$10,033
<b>Personnel sub-total:</b>			<b>\$50,835</b>
Curriculum		OWL curriculum-related materials	\$2,000
Curriculum		OWL curriculum-specific field trip, up to 2	\$2,000
Curriculum		Consumable materials – paint, paper, pencils, markers, play-dough etc.	\$1,600
Curriculum		Moving furniture and materials from current PEEP classrooms ( <u>not</u> tables or chairs) and potential replacement costs	\$5,000
Curriculum		Professional development presenters and supplies	\$2,500
<b>Curriculum sub-total:</b>			<b>\$13,100</b>
Printing		Printing – student and staff name badges, staff manuals, newsletters, recruitment, End of PK Parent Checklists	\$700
<b>Printing sub-total:</b>			<b>\$700</b>
Screening & Assessment		ESI & PALS materials	\$750
<b>Screening &amp; Assessment sub-total:</b>			<b>\$750</b>
Families		Contracted services for family literacy events	\$1000
		Materials for family literacy events	\$800
<b>Family sub-total:</b>			<b>\$1,800</b>
Transportation		\$2 day/student X 68 students X 28 days	\$3,808
<b>Transportation sub-total:</b>			<b>\$3,808</b>
<b>TOTAL PROJECTED COST FOR EARLY START KINDERGARTEN</b>			<b>\$70,993</b>

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## COMMUNITY-EXTENDED ENRICHMENT PROGRAM

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In addition to the K-5 summer school site-based program, a community-extended enrichment program will accommodate first grade students identified for possible retention. This program will serve students in pre-determined community sites four days per week. The goal is to provide instruction at community-based sites within walking distance for targeted students and parents.

Each site will have a certified teacher present 4-6 hours per day. This teacher will meet with 3-5 students for a minimum of 2 hours per day. We will identify students that will work well in a small group setting. The parent/guardian of these students will have to commit or ensure their child will participate daily. The parent/guardian will also participate in our parent sessions.

The teacher will target and provide intensive instruction in the areas of reading and math. Parents will have the opportunity to observe and participate with this learning experience. On-site training for parents will be provided once a week by a lead teacher to support the strategies that they can use to reinforce academic success and improve communication between home and school.

### Possible Community Sites:

- Douglass Community Center
- Edison Boys and Girls Club
- Goodwill Industries
- New Genesis Learning Center
- Open Door Church of God in Christ

### Cost Estimate

8 hrs/day x 4 days/week x 6 weeks (\$20.40 per hr)	\$ 3,917
FICA & retirement (24.59%)	\$ 963
<b>Total per teacher</b>	<b>\$ 4,880</b>
5 Teachers x \$4,880	\$ 24,400
Resources for parent workshops	\$ 2,000
Materials and student incentives (\$900 x 5 teachers)	\$ 4,500
<b>Total Cost</b>	<b><u>\$ 30,900*</u></b>

\*Subject to the availability of, and ability to use, Title I funds.

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## SUMMER LITERACY INDEPENDENT READING PROGRAM

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The Summer Literacy Independent Reading Program is proposed for all current 5<sup>th</sup> grade students who will be entering 6<sup>th</sup> grade fall 2010.

All 5<sup>th</sup> grade students will receive eight books based on their interest and at their independent reading levels, one book every week and a half. Upon completion of each book, students will return a postcard with a summary of the book and the signature of an adult/sibling who listened to the student read.

Parent/guardians will be required to sign an agreement to have their student read to a parent/family member daily for a minimum of 20 minutes a day. Parent commitment is needed to encourage students to read their book each day, and to complete and mail the postcard. Parents will receive letters of agreement during the elementary parent/teacher conference week spring 2010.

Postcards will be reviewed by teachers who are hired for this program. Teachers will complete a checklist of comprehension strategies used and will send a response to the students. Data will be collected on all students participating in this project.

The proposed budget for this program is \$74,342, which includes books, postage, processing, teacher training and program hours, and secretarial support.

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## SUMMER BAND/ORCHESTRA MUSIC PROGRAM

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### ORGANIZATION AND CALENDAR

Summer Jazz Band will be offered to rising seventh and eighth grade band students. Fiddle Philharmonic will be offered to rising seventh and eighth grade string students. Classes will be held at Kalamazoo Central High School.

Classes/rehearsals are scheduled from 10:00 a.m. to 12:00 p.m. on the following dates:

June 28 – July 1, 2010	Monday – Thursday
July 6 – July 9, 2010	Tuesday – Friday

**A recital for parents will take place at 11:00 a.m. on July 9, 2010 in the instrumental room at Kalamazoo Central.**

### INSTRUMENT RENTAL

Students who need an instrument may choose one of the options below:

1. Instruments may be rented from the District.
2. Students who receive free or reduced lunch may be granted a scholarship to use an instrument.
3. Students may use personal or rented instruments (at their own expense). Students' who have assigned instruments during the 2009-2010 school year may extend the use of that instrument for the summer program and will leave the instrument at Kalamazoo Central following the student recital.
4. Instruments may also be purchased or rented from local music stores.

### INFORMATION

Parents may call Sandra Shaw, Jazz Band Director, at Maple Street Magnet for the Arts at (269)337-0730, or Jeff Mom, Fiddle Philharmonic Director, at Hillside Middle at (269)337-0570 for specific information.

### FEES

The program will cost \$100.00 per student. An early bird fee of \$80.00 will be charged for students who register by Friday, May 7, 2010. Scholarship applications\* may be completed for students who have received free or reduced lunch the previous school year. Parents and students are responsible for obtaining, keeping, and/or renting an instrument for use during the program period.

### REGISTRATION

KPS students may register with the instrumental teacher in their own school or at the KPS Fine Arts Office, 1220 Howard Street, Kalamazoo, MI 49008. Additional questions may be directed to the Fine Arts Office or to KPS instrumental teachers.

**SUMMER BAND/ORCHESTRA MUSIC PROGRAM CONTINUED**

**SUMMER BAND/ORCHESTRA MUSIC PROGRAM  
PROPOSED BUDGET**

Teachers: Two teachers for three hours per day (includes ½ hour supervision before and after class).

<b>Teacher Salary</b>	3 hours per day x 8 days @ \$20.40 per hour	\$ 489.60
	3 hours for planning @ \$20.40	\$ 61.20
	Benefits (FICA and Retirement	\$ 135.44
	Total anticipated salary:	\$ 686.24
	Total for both teachers	\$ 1,372.48
<b>Enrollment Income</b>	25 students at early bird rate of \$80.00	\$ 2,000.00
	3 students at regular rate of \$100.00	\$ 300.00
	Total anticipated income:	\$ 2,300.00

\*Note: Scholarship students will pay no fee.

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## MIDDLE SCHOOL EXTENDED LEARNING PROGRAM

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A middle school level Summer Extended Learning Program is proposed for middle grade students who meet at-risk qualifications and have the potential to benefit from expanding foundational skills and strategies for reading, writing, and mathematics.

### **PROGRAM OPERATION DATES AND TIMES**

The middle school attendance dates are Monday, June 28, 2010 through Thursday, August 5, 2010 (24 days). School will be in session four days per week (Monday through Thursday) from 8:00 a.m. until 12:00 noon. Students are expected to attend class every day.

### **SUMMER SCHOOL SITE**

The middle school extended learning program will be held at Kalamazoo Central High School, 2432 N. Drake Road, Kalamazoo, MI 49006.

### **MEAL PROGRAM**

The Kalamazoo Public Schools' Food Service Department will provide a Summer Food Service Program in compliance with U.S.D.A. regulations.

### **TRANSPORTATION**

Transportation will be provided.

### **FINANCIAL CONSIDERATIONS**

At-Risk monies fund the middle school program. Cost considerations include staff salaries and benefits, professional development, instructional materials and student transportation. General Funds will cover costs not allowable under At-Risk guidelines (administrative and professional development costs).

### **DESCRIPTION OF PROGRAMS BY GRADE LEVEL**

#### **Grade 6**

##### Mathematics and ELA Extension

The middle school summer program is intended for outgoing sixth grade students who meet at-risk qualifications and have the potential to benefit from expanding foundational skills and strategies for reading, writing, and mathematics at a differentiated level. The building principal, teachers and counselors will identify students that may prosper from extra support and focused instruction on prerequisite skills to prepare for 7th Grade Math Plus and/or Advanced English.

##### Resources

##### **Mathematics**

Scott Foresman Mathematics with teacher-created materials  
40 students @ \$10 each = \$400

##### **ELA**

Curriculum under review  
40 students @ \$100 each = \$4,000

Mathematics and ELA Intervention

Students will receive two hours of ELA instruction with an emphasis on literacy strategies using targeted grade level content expectations. Students will also focus on essay writing as needed for success in high school and post secondary work. In addition, students will receive two hours of mathematics instruction using the Holt On-line Learning “CyberEd Pre-Algebra” curriculum that weaves classroom-based instruction with a parallel computer-based curriculum. The computer-based curriculum allows students to learn at their own pace with teacher intervention in preparation for Algebra concepts.

**Grade 6 Math and ELA Intervention Program**

Resources

**Math**

CyberEd Pre-Algebra with Holt Online Learning  
40 students @ \$50 each = \$2,000

**ELA**

I Am On-Line Writing (\$1,000 training)  
Scholastic: “Go the Distance” Taking Action to Motivate Learning & Improve  
Comprehension (\$1,000 for two sets)  
Heinemann: Units of Study: Literacy Essay: Writing About Reading (Calkins)  
40 students @ \$60 each = \$2,400

**Grade 7**

Mathematics and ELA Extension

The middle school summer program is intended for outgoing seventh grade students who meet at-risk qualifications and have the potential to benefit from exposure to studying mathematics, literacy, and writing at a differentiated level. The building principal, teachers, and counselors will identify students that may benefit from extra support and focused instruction on prerequisite skills to prepare for Algebra I and/or Advanced English.

Resources

**Mathematics**

CyberEd Pre-Algebra with Holt Online Learning  
40 students @ \$50 each = \$2,000

**ELA**

Curriculum under review  
40 students @ \$100 each = \$4,000

## MIDDLE SCHOOL EXTENDED LEARNING PROGRAM CONTINUED

### Mathematics and ELA Intervention

Students will receive two hours of ELA instruction with an emphasis on literacy strategies using targeted grade level content expectations. Students will also focus on essay writing as needed for success in high school and post secondary work. In addition, students will receive two hours of mathematics instruction, using the Holt On-line Learning “CyberEd Pre-Algebra” curriculum that weaves classroom-based instruction with a parallel computer-based curriculum. The computer-based curriculum allows students to learn at their own pace with teacher intervention in preparation for Algebra concepts.

### Resources

#### **Math**

CyberEd Pre-Algebra with Holt Online Learning  
40 students @ \$50 each = \$2,000

#### **ELA**

I Am On-Line Writing (\$1,000 training)  
Scholastic: “Go the Distance” Taking Action to Motivate Learning & Improve  
Comprehension (\$1,000 for two sets)

Heinemann: Units of Study: Literacy Essay: Writing About Reading (Calkins)  
40 students @ \$60 each = \$2,400

## MIDDLE SCHOOL EXTENDED LEARNING PROGRAM CONTINUED

### Grade 8

It is recommended that we continue to offer a summer school program for eighth grade students performing below grade level. Students are identified for extended learning (either summer school or retention) by monitoring marking period grades. All eighth grade students who fail two or more of the four required core courses (ELA, math, science, and/or social studies) during the school year will be required to attend and pass summer school before being promoted to high school.

#### Program Structure

Each student will be scheduled into two 2-hour block classes. Course selections will depend on classes failed. In instances where an eighth grade student fails more than two classes, the focus will first be on ELA followed by mathematics.

Eighth grade students will be assessed throughout the summer and evaluated at the end to determine appropriate placement for fall 2010. Students who do not successfully complete summer school or regularly attend the program will be retained in eighth grade for the 2010-2011 school year. Upon successful completion of the summer program, students will meet local requirements to attend high school in fall 2010. If further interventions are deemed necessary, it will be recommended to place students in Strategic Mathematics and/or Strategic Reading during ninth grade.

#### Projected Enrollment

Projected enrollment is based on the number of students who failed two or more courses during the first semester (119). Additionally, it is anticipated that the number of additional failures during second semester will decrease due to a change in student attitude. Middle school students are fast becoming aware that failure is NOT an option.

Enrollment is projected for 150 students.

Course descriptions are listed below:

#### English

Students will receive two hours of instruction with an emphasis on literacy strategies using targeted grade level content expectations. Students will also focus on essay writing as needed for success in high school and post secondary work.

#### Resources

Scholastic: *“Go the Distance”* Taking Action to Motivate Learning and Improve Comprehension

Heinemann: Units of Study: Literary Essay: Writing About Reading (Calkins)

I Am On-Line Writing (\$1,000 training)

Cost: 120 students @ \$20 each = \$2,400

#### Mathematics

Students will have an opportunity to use Holt Online Learning “CyberEd Pre-Algebra” curriculum that weaves classroom-based instruction with a parallel computer-based curriculum. The computer-based curriculum allows students to learn at their own pace with teacher intervention in the preparation for Algebra.

#### Resources

CyberEd Pre-Algebra with Holt Online Learning

160 students @ \$50 each = \$8,000

MIDDLE SCHOOL EXTENDED LEARNING PROGRAM CONTINUED

**Grade 8**

Science

The science class will focus exclusively on Physical Science. Major topics of study will include: Forces and Motion, Energy, Electricity and Atoms, Compounds, and Molecules. A brief review of the Scientific Process will also be conducted. High school benchmarks will be addressed in each of the four major units of study. This course will incorporate projects, labs, presentations, and lectures.

Cost: 40 students @ \$10 each = \$400

Social Studies

Eighth grade students will continue their study of United States History from the writing of the Constitution through Reconstruction. Geographic, civics/government and economics content is integrated within the historical context. Using significant content knowledge content knowledge, research and inquiry, students analyze an issue and propose a plan for civic action. Students will develop reasoned arguments and write a persuasive civic essay addressing issues from the past. Where appropriate, comparisons will be made to relevant contemporary issues.

Resources

- History Alive! The U.S. Through Industrialism Teacher Resources
- History Alive! The U.S. Through Industrialism Student Edition
- History Alive! The United States Interactive Desk Map

Cost: 40 students @ \$10 each = \$400

**STAFFING**

Based on the projected number of students, it will be necessary to employ the following staff to support the middle school summer school program:

**Middle School Staffing Needs**

Position	# of Staff
Principal	1
Teachers	17
Paraprofessionals	17
Security	1
Hall Monitors	3
Behavior Specialist	1
Secretary	1
Technology Aide	1

**Breakdown by Grade Level**

	6 <sup>th</sup>	7 <sup>th</sup>	8 <sup>th</sup>	Total
Teachers	4	4	9	17

**Breakdown by Content Area**

	6 <sup>th</sup>	7 <sup>th</sup>	8 <sup>th</sup>	Total
Math	2	2	4	8
English	2	2	3	7
Science	0	0	1	1
Soc Studies	0	0	1	1

**PROFESSIONAL DEVELOPMENT (Middle School Grades 6-8)**

All instructional staff will participate in six hours of professional development (orientation and classroom management) on June 22, 2010 (8:00 a.m. – 2:00 p.m.). Additionally, instructional staff (teachers and paraprofessionals) will receive an additional six hours of content-specific professional development on June 23, 2010. Leadership staff (principal, security, and behavior specialist) will participate in an additional 12 hours of professional development in April or May.

**SATURDAY LEADERSHIP MEETINGS (2)**

Position	Hours	Rate of Pay	Cost/Staff	# of Staff	Projected Cost
Principal	12	\$ 25.00	\$ 300	1	\$ 300
Security Guard	12	\$ 17.50	\$ 210	1	\$ 210
Behavior Specialist	12	\$ 12.50	\$ 150	1	\$ 150
Total Salaries:					\$ 660
Total Benefits (24.59%):					\$ 162
<b>TOTAL SALARIES AND BENEFITS:</b>					<b>\$ 822</b>
Printing and Supplies:					\$ 75
Lunch/Refreshments:					\$ 100
<b>TOTAL</b>					<b>\$ 997</b>

**PRESERVICE PROFESSIONAL DEVELOPMENT – JUNE 22, 2010**

Position	Hours	Rate of Pay	Cost/Staff	# of Staff	Projected Cost
Principal	6	\$ 25.00	\$ 150	1	\$ 150
Security Guard	6	\$ 17.50	\$ 105	1	\$ 105
Teachers	12	\$ 11.44	\$ 137	17	\$ 2,334
Behavior Specialist	6	\$ 12.50	\$ 75	1	\$ 75
Secretary	6	\$ 9.63	\$ 58	1	\$ 58
Computer Lab Aide	6	\$ 9.00	\$ 54	1	\$ 54
Trainers	10	\$ 20.40	\$ 204	3	\$ 612
Hall Monitors	6	\$ 7.46	\$ 45	3	\$ 134
Paraprofessionals	12	\$ 7.46	\$ 90	17	\$ 1,522
Total Salaries:					\$ 5,044
Total Benefits (24.59%):					\$ 1,240
<b>TOTAL SALARIES AND BENEFITS</b>					<b>\$ 6,284</b>
Printing and Supplies					\$ 1,500
Lunch/Refreshments					\$ 300
<b>TOTAL</b>					<b>\$ 8,084</b>

**MONDAY PROFESSIONAL DEVELOPMENTS**

Position	Hours	Rate of Pay	Cost/Staff	# of Staff	Projected Cost
Principal	6	\$ 25.00	\$ 150	1	\$ 150
Security Guard	6	\$ 17.50	\$ 105	1	\$ 105
Teachers	6	\$ 11.44	\$ 69	17	\$ 1,167
Behavior Specialist	6	\$ 12.50	\$ 75	1	\$ 75
Secretary	6	\$ 9.63	\$ 58	1	\$ 58
Computer Lab Aide	6	\$ 9.00	\$ 54	1	\$ 54
Hall Monitors	6	\$ 7.46	\$ 45	3	\$ 134
Paraprofessionals	6	\$ 7.46	\$ 45	17	\$ 761
Total Salaries:					\$ 2,504
Total Benefits (24.59%):					\$ 616
<b>TOTAL SALARIES AND BENEFITS</b>					<b>\$ 3,120</b>
Printing and Supplies:					\$ 150
<b>TOTAL</b>					<b>\$ 3,270</b>
<b>TOTAL PROJECTED COST FOR PROFESSIONAL DEVELOPMENT</b>					<b>\$ 12,351</b>

**MIDDLE SCHOOL EXTENDED LEARNING PROGRAM CONTINUED**

**MIDDLE SCHOOL EXTENDED LEARNING PROGRAM  
PROPOSED BUDGET**

Position	Hours / Day	# Days	Hours/ Staff	Rate of Pay	Cost/ Staff	# of Staff	Projected Cost
Principal	5.5	27	148.5	\$ 25.00	\$3,713	1	\$ 3,713
Teachers	5.5	26	143	\$ 20.40	\$2,917	17	\$ 49,592
Classroom Paraprofessionals	4.5	26	117	\$ 7.46	\$ 873	17	\$ 14,838
Security Guard	5.0	27	135	\$ 17.50	\$2,363	1	\$ 2,363
Behavior Specialist	5.0	27	135	\$ 12.50	\$1,688	1	\$ 1,688
Hall Monitors	4.5	27	121.5	\$ 7.46	\$ 906	3	\$ 2,719
Computer Lab Aide	5.0	27	135	\$ 9.00	\$1,215	1	\$ 1,215
Secretary	5.0	27	135	\$ 9.63	\$1,300	1	\$ 1,300
Total Salaries:							\$ 77,428
Total Benefits (24.59%):							\$ 19,039
<b>TOTAL SALARIES AND BENEFITS</b>							<b>\$ 96,467</b>
Total Cost Salaries and Benefits:							\$ 96,467
(includes salaries/benefits, cost for trainers, supplies, lunch) Professional Development:							\$ 12,351
Resource/Instructional Materials:							\$ 30,400
Supplies/Postage/Printing/Misc:							\$ 3,100
Transportation:							\$ 22,540
<b>TOTAL PROJECTED COST FOR MIDDLE SCHOOL SUMMER SCHOOL</b>							<b><u>\$164,858</u></b>

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## HIGH SCHOOL CREDIT RECOVERY PROGRAM

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### RECOMMENDATION

It is proposed that we offer high school students an option for retrieving credit in academic courses (required for graduation) during the summer. The program will provide an opportunity for students to recover credit beyond the regular school day and year.

### PROGRAM OPERATION DATES AND TIMES

The high school attendance dates are Tuesday, June 29, 2010 through Thursday, August 4, 2010 (23 days). School will be in session four days per week (Monday through Thursday) from 8:00 a.m. until 12:00 noon. Students will earn one credit upon successful completion of the 23-day program.

### SUMMER SCHOOL SITE

The 2010 Summer School Program for high school students will be held at Kalamazoo Central High School, 2432 N. Drake Road, Kalamazoo, MI 49006.

### PROGRAM STRUCTURE

Students will be able to retrieve one credit for the summer school session. Additional credit retrieval opportunities will be provided in the afternoon throughout the summer at Y.O.U. and during the regular school year.

We are proposing that the following credit retrieval courses be offered:

- English 9
- Algebra I
- World History
- Biology
- English 10-12
- Algebra II
- U.S. History
- Chemistry or Physics
- Strategic Computer Technology (SCT)
- Geometry
- Economics or Government

*\*Actual course offerings are contingent upon sufficient enrollment and staff availability.*

### PROJECTED ENROLLMENT

Enrollment is projected for 300 students.

### STAFFING

In addition to including highly-qualified classroom teachers, a principal and support staff will be hired. Classroom paraprofessionals who have math experience will be hired to assist algebra and geometry classes. Typically, these classes have high enrollment and students need the extra assistance to master objectives and pass the course. While staffing will be contingent upon student enrollment and teacher availability, the offering of about 20 sections is planned. In addition, one special education teacher and one special education paraprofessional will be hired and funded by the Special Education Department.

#### Projected High School Staffing Needs

Position	# of Staff	Projected Need (teachers) by Content Area	
Principal	1	Math	7
Teachers	21	English	5
Paraprofessionals (Math Support)	3	Science	3
Behavior Specialist	1	Social Studies	4
Hall Monitors	3	SCT	1
Secretary	1	** Special Ed.	1
Principal	1	Total	21

*\*\* Special Education funded by Student Services*

**HIGH SCHOOL CREDIT RECOVERY PROGRAM CONTINUED**

**PROFESSIONAL DEVELOPMENT**

All staff will participate in six hours of professional development (orientation and classroom management) on June 22, 2010 (8:00 a.m. – 2:00 p.m.). Additionally, instructional staff (teachers and paraprofessionals) will receive an additional four hours of content-specific professional development on June 23, 2010. The leadership staff (principal and behavior specialist) will participate in an additional 12 hours of professional development in April or May.

**SATURDAY LEADERSHIP MEETINGS (2)**

<b>Position</b>	<b>Hours</b>	<b>Rate of Pay</b>	<b>Cost/Staff</b>	<b># of Staff</b>	<b>Projected Cost</b>
Principals	12	\$ 25.00	\$ 300	1	\$ 300
Behavior Specialist	12	\$ 12.50	\$ 150	1	\$ 150
Total Salaries:					\$ 450
Total Benefits (24.59%):					\$ 111
<b>TOTAL COST AND SALARIES</b>					<b>\$ 561</b>
Printing and Supplies:					\$ 50
Lunch/Refreshments:					\$ 50
<b>TOTAL</b>					<b>\$ 661</b>

**PRESERVICE PROFESSIONAL DEVELOPMENT - JUNE 22 and 23, 2010**

<b>Position</b>	<b>Hours</b>	<b>Rate of Pay</b>	<b>Cost/Staff</b>	<b># of Staff</b>	<b>Projected Cost</b>
Principals	6	\$ 25.00	\$ 150	1	\$ 150
Teachers	10	\$ 11.44	\$ 114	20	\$ 2,288
Behavior Specialist	6	\$ 12.50	\$ 75	1	\$ 75
Secretaries	6	\$ 9.63	\$ 58	1	\$ 58
Hall Monitors	6	\$ 7.46	\$ 45	3	\$ 134
Paraprofessionals	10	\$ 7.46	\$ 75	3	\$ 224
Total Salaries:					\$ 2,929
Total Benefits (24.59%):					\$ 720
<b>TOTAL SALARIES AND BENEFITS</b>					<b>\$ 3,649</b>
Printing and Supplies:					\$ 990
Lunch/Refreshments:					\$ 240
<b>TOTAL</b>					<b>\$ 4,879</b>

**MONDAY PROFESSIONAL DEVELOPMENTS**

<b>Position</b>	<b>Hours</b>	<b>Rate of Pay</b>	<b>Cost/Staff</b>	<b># of Staff</b>	<b>Projected Cost</b>
Principals	6	\$ 25.00	\$ 150	1	\$ 150
Teachers	6	\$ 11.44	\$ 69	20	\$ 1,373
Behavior Specialist	6	\$ 12.50	\$ 75	1	\$ 75
Secretaries	6	\$ 9.63	\$ 58	1	\$ 58
Hall Monitors	6	\$ 7.46	\$ 45	3	\$ 134
Paraprofessionals	6	\$ 7.46	\$ 45	3	\$ 134
Total Salaries:					\$ 1,924
Total Benefits (24.59%):					\$ 473
<b>TOTAL SALARIES AND BENEFITS</b>					<b>\$ 2,397</b>
Printing and Supplies:					\$ 120
<b>TOTAL</b>					<b>\$ 2,517</b>
<b>TOTAL COST OF PROFESSIONAL DEVELOPMENT</b>					<b>\$ 8,057</b>

## HIGH SCHOOL CREDIT RECOVERY PROGRAM CONTINUED

### **CURRICULUM/RESOURCE MATERIALS**

Curriculum writing for *OnTrack* Credit Retrieval and summer school program will occur again this spring. Each course will target benchmarks related to the core content area. Students will be required to pass an end-of-course exam prior to earning credit. Resource materials, including textbooks, will be borrowed from the high schools. Additional materials needed may include science lab supplies, printing, paper, postage, and toner cartridges. The cost of resource materials (mainly printing) is calculated at \$35 per student.

### **MEAL PROGRAM**

The Kalamazoo Public Schools' Food Service Department will provide a Summer Food Service Program in compliance with U.S.D.A. regulations.

### **TRANSPORTATION**

High school students will have the opportunity to ride KPS buses.

### **FINANCIAL CONSIDERATIONS**

At-Risk monies will be allocated to fund program costs. Tuition will be charged to help offset the cost (including administrative costs) of the program. It is recommended that tuition remains unchanged from 2009. Students who receive free/reduced lunch will be charged a reduced rate.

#### In-District (KPS) Students

\$85

\$35 (F/R lunch)

#### Out-of-District (non-KPS) Students

\$200

**HIGH SCHOOL CREDIT RECOVERY PROGRAM CONTINUED**

**HIGH SCHOOL CREDIT RECOVERY PROGRAM  
PROPOSED BUDGET**

Position	Hours/ Day	# Days	Hours/ Staff	Rate of Pay	Cost/ Staff	# of Staff	Projected Cost
Principal	5.5	27	148.5	\$25.00	\$3,713	1	\$ 3,713
Teachers	5.5	25	137.5	\$20.40	\$2,805	20	\$ 56,100
Math Support	4.5	25	112.5	\$ 7.46	\$ 839	3	\$ 2,518
Behavior Specialist	5.0	27	135	\$12.50	\$1,688	1	\$ 1,688
Hall Monitors	4.5	27	121.5	\$ 7.46	\$ 906	3	\$ 2,719
Secretary	5.0	27	135	\$ 9.63	\$1,300	1	\$ 1,300
Total Salaries:							\$ 68,038
Total Benefits (24.59%):							\$ 16,731
<b>TOTAL SALARIES AND BENEFITS</b>							<b>\$ 84,769</b>
(includes salaries/benefits, trainers, printing, lunch, supplies) Professional Development:							\$ 8,057
Teacher/Student Instructional Materials:							\$ 3,000
Office Supplies/Postage/Printing:							\$ 4,500
Transportation:							\$ 19,920
Sub-Total:							\$120,246
(300 x \$35/ea. = \$10,500) Tuition:							-\$ (10,500)
<b>TOTAL FOR HIGH SCHOOL SUMMER SCHOOL</b>							<b>\$109,746</b>
Special Ed. Teacher	5.5	25	137.5	\$20.40	\$2,805.00	1	\$2,805
Special Ed. Paraprofessional	4.5	25	112.5	\$ 7.46	\$ 839.25	1	\$ 839
<b>TOTAL:</b>							<b>\$3,644</b>
Total Special Education Salaries:							\$3,644
Total SE Benefits (24.59%):							\$ 896
Professional Development Costs:							\$ 302
Resources/Printing/Supplies:							\$ 500
Transportation:							\$3,220
<b>TOTAL FOR SECONDARY SPECIAL EDUCATION</b>							<b>\$8,562</b>
<b>TOTAL PROJECTED COST FOR HIGH SCHOOL SUMMER SCHOOL</b>							<b>\$118,308</b>

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

***3.2 Non-Discrimination***

***Policy***

Kalamazoo Public Schools welcomes all students and staff of any religion, race, color, national origin, age, sex, pregnancy, gender identification, height, weight, familial status, marital status, sexual orientation, and disability.

The District will not tolerate or condone any act of bias or discrimination toward any person on the basis of religion, race, color, national origin, age, sex, pregnancy, gender identification, height, weight, familial status, marital status, sexual orientation, and disability in any of its activities, hiring practices, programs or services.

*Adopted: December 11, 2003*

*Revised: July 13, 2006*

***Revision Draft for First Reading: February 25, 2010***

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

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

***3.7 Harassment***

***Policy***

Kalamazoo Public Schools is committed to providing a safe and positive environment in which all members of the school community are treated with respect. The District will not tolerate any act of harassment based on a legally protected characteristic, as defined by local, state, and federal laws, perpetrated by students, parents, staff, or any person while on District property.

***Specifics***

Harassment means unwelcome advances, requests for favors, and other unwelcome conduct or communication based on religion, race, color, national origin, age, sex, height, weight, familial status, marital status, or disability that substantially interferes with an individual's employment, or participation in the educational process, or creates a hostile environment. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other conduct or communication of a sexual nature. Sexual harassment may include, but is not limited to, verbal harassment or abuse based on gender, pressure for sexual activity, repeated remarks with sexual implications, unwelcome touching of a sexual nature, sexual jokes, posters, suggesting or demanding sexual involvement accompanied by implied or explicit threats concerning one's safety, job, performance of duties, or participation in the educational process. Conduct may be spoken, written, electronic, or physical.

1. The District will promptly investigate all allegations reported and take appropriate action.
2. Filing of a complaint or otherwise reporting harassment will not reflect upon the individual's status or affect future grades, work assignments, or employment.
3. This policy will be circulated to all District schools and departments on an annual basis and incorporated in student and staff handbooks.

This policy is not intended to create legal rights or obligations beyond those established by local, state, or federal laws.

*Adopted: January 9, 2003*

***Revision Draft for First Reading: February 25, 2010***

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