

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent
1220 Howard Street
Kalamazoo, MI 49008
Telephone: (269) 337-0123 TDD (269) 337-0152
Fax: (269) 337-0149

March 5, 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, March 11, 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
March 11, 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. February 25, 2010 – Regular Meeting
 - 2. March 4, 2010 – Special Meeting
 - B. Business and Financial Reports**
 - C. Personnel Items**
 - Personnel Changes
 - D. Other**
- VIII. Persons Requesting to Address the Board (3 minutes individual limit)**
- IX. Reports and Recommendations**
- X. Other Business**
 - A. Policy 3.2 Non-Discrimination – Second Reading**
 - B. Policy 3.7 Harassment – Second Reading**
- XI. Comments by Trustees/Superintendent**
- XII. Executive Session**

KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
February 25, 2010 – Regular Meeting

I. Call to Order

President Mollie Peterson called the February 25, 2010 regular Board of Education meeting to order at 7:05 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance

The Pledge of Allegiance was recited.

III. Attendance

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

IV. Announcements and Recognitions

Executive Director of Communications Alex Lee introduced the following Turn-Around students: Kaidyn Blackport-McKinley from Prairie Ridge Elementary School; Eleanor Cavey from Winchell Elementary School; Victoria Mattox from Milwood Magnet School: *Center for Math, Science, and Technology*; and Amir Ellis and Lilionnah Hahn from Dr. Martin Luther King, Jr. in Westwood Elementary School. Superintendent Rice, Board members, and senior leadership staff greeted and congratulated the students. Principals and teachers from the children's schools were also recognized, as were family members in the audience.

Mr. Lee also introduced for recognition Marvin Gage, a drafting teacher from Kalamazoo Central High School and the Education for Employment program. Mr. Gage was selected as the first recipient of the Michigan Design Educators Association's "MDEA Educator of the Year" award. Mr. Lee reviewed some of the recognitions Mr. Gage has received while teaching for Kalamazoo Public Schools and the EFE program. Mr. Gage credited the support of staff, the Board, and the Education for Employment program for his receipt of the award, but said that he credits his students the most because of their desire and willingness to push themselves to achieve.

V. School Reports/Committee Reports

Committee Reports

Budget: Carol McGlinn (chair) – The committee discussed the information that will be discussed and that Deputy Superintendent of Business, Communication, and Operations Gary Start will present at the citizen's budget committee meeting on March 8. His prediction of a budget deficit for next year of between \$900,000 and \$8 million will also be shared. She said the increase in the retirement rate of 2.47 percentage points (approximate 14.6 percent) will result in a new retirement rate of 19.41%, which will cost the district about \$1.5 million. Ms. McGlinn also noted that KRESA has hired a person to study special education transportation, but it is not yet known whether the results of the study will show a savings for KPS.

Policy: Liz Henderson (chair) – In addition to the policies that will be considered later in the agenda, the committee will be working closely with Attorney Mullett to develop a policy regarding electronic social networking. This is a relatively new policy area for school districts, and will be continuously changing as electronic communications change and evolve.

Curriculum: Patti Sholler-Barber (chair) – The committee will meet next in April.

Evaluation/Accountability: Mollie Peterson (chair) – The committee has been discussing the Superintendent's evaluation tool, and a special meeting will be held next week to address the

Superintendent's evaluation. Ms. Sholler-Barber also noted that at the committee's January meeting, Kalamazoo Communities in Schools gave a report about the 21st Century Community Learning Centers grant, and how KCIS is working with KPS to be more in alignment with KPS in academics and academic resources.

Wellness Committee: Ervin Armstrong (representative) – During the committee's February meeting, members brainstormed goals and objectives for the remainder of the school year and for next year. The promotional theme for March is "Drink more water!" It is the intent of the committee to promote the district's wellness initiatives and let the community know about the many wellness activities and programs that are going on in KPS. Mr. Armstrong noted a recent newspaper article about Loy Norrix High School's "Biggest Loser" staff competition, and said the district's committee will be merging with the KEA's wellness committee for unity and support. A discussion about how to incorporate First Lady Michelle Obama's "Let's Move" campaign also took place.

Kalamazoo Communities in Schools (KCIS): Carol McGlenn (representative) – All KCIS Board members are participating in field trips to the 21st Century Community Learning Center school sites. Three \$500 Clara Harbeck grants were given to: Winchell Elementary School for the purchase of heart monitors, Northeastern Elementary School for the purchase of non-fiction books, and Parkwood-Upjohn Elementary School for the purchase of a Kid Count math program. Sixteen individual grants totaling \$9,965 that will serve 2,096 kids were also given. The KCIS evaluation committee received a report on the publishing centers and how they are running and will continue to run in the future. KCIS is actively pursuing inclusion in the National Communities in Schools grant for some Race to the Top dollars. In addition, a presentation was given by very enthusiastic and motivating staff representatives of the Edison Environmental Science Academy and Maple Street Magnet School for the Arts sites. A lot of homework help and enrichment activities are going on at the sites.

Legislative Liaison: Liz Henderson – Reported that she has been working on plans for new Board member orientation.

Teaching & Learning Council: Patti Sholler-Barber (representative) – The council will meet again in March.

School Reports

Liz Henderson said that Board members have the opportunity to go along with Dr. Rice on school visits, which have so far included visits to Lincoln International Studies School, Milwood Magnet School: *Center for Math Science and Technology*, and Loy Norrix High School. She gave a report on the visit to Milwood Magnet School, and described many of the upgrades in technology, including a state-of-the-art video production studio that is comparable to those at the college level, and building improvements such as much more natural lighting, more computer labs, an impressive media center, and new tennis courts. She said that the funding came from bond and federal magnet grant funds. Projects for the upcoming bond include parking lot improvements and a new gym floor, and other improvements that might not be noticeable but are important for making sure all students can get to where they need to go to receive some of the best instruction and programs in the area. Carol McGlenn also commented on the improved lighting the windows provide, and that the whole school has a different atmosphere. She said the bond projects that the district is requesting this year are all things that must be done. Dr. Rice expressed his appreciation for Principal Kevin Campbell's leadership and that of the rest of the Milwood Magnet staff for the learning environment that is clearly on the upswing and is noticeable in many different ways.

In addition to the school reports, Ms. Henderson thanked Spring Valley Center for Exploration for the invitation to Math Night. She said the Board receives invitations to many different events, and although Board members can't attend all of them, they do appreciate the invitations and the knowledge about what is going on in the schools.

Mollie Peterson reported on her visit with Dr. Rice and Loy Norrix High School's Student Advisory Council prior to the school tour, where the discussion was about goals, dreams and perceived barriers to success, and Langston Hughes's poems "Mother to Son" and "Harlem." Ms. Peterson also mentioned that lots of student artwork and writing were displayed on the school walls, and that there

was a diverse student population in the Latin class they visited. She said that bus drivers and school security are also part of the building team, and effective communication is taking place. Trustee Henderson described the professionally equipped journalism classroom, and talked about how the Promise has affected what is going on at Loy Norrix, such as there being more awareness of the college application process and help provided for filling out college applications. It is evident that kids and teachers are being more successful, and there is a happy atmosphere at Loy Norrix that is tangible. She thanked the Promise donors, the school staff and parents for their support. Ms. Henderson also thanked the Kalamazoo Public Library for partnering with KPS in a number of ways, including providing posters for the schools with the school principals' photo on them. Dr. Rice thanked Mr. Edwards and his staff for the improvements in the school, and noted that there is a board display of college acceptance letters and photographs of students, which emphasizes the importance of going to college and serves as encouragement to underclassmen. He also mentioned, regarding the Langston Hughes poem, "Harlem," that Ms. Peterson is a self-proclaimed "dream deferred," and that her message of "it's never too late" was an important lesson for the Student Advisory Council kids.

Ms. Peterson also reported on a diversity luncheon that was hosted by the Juvenile Detention Center and attended by students in the Youth Center School and Intensive Learning Center. Dr. Rice was the speaker, and also read Langston Hughes's "Mother to Son" and "Harlem" talked about dreams and barriers that need to be broken through to realize the dreams. She added that education and graduation are topics of discussion in the Youth Center School and the Intensive Learning Center, as well as in KPS. Ms. Peterson thanked Dr. Rice, Alex Lee, and Dee Callander for attending the luncheon.

Marcy Peake encouraged everyone to participate in Literacy Night at the elementary and middle schools next week, and said that this is an especially good opportunity for the children that will be attending kindergarten next year and for the elementary students that will be attending middle school next year. She also said to those who participated in the Douglass Community Center's 90th birthday celebration, it was apparent that many people in the community are wrapping themselves around Dr. Rice's initiative to make ours a literate community. Lastly, Ms. Peake encouraged parents to attend the middle school and high school conferences that are being held in March.

Patti Sholler-Barber encouraged attendance at Literacy Night, and said that each school has its own "flavor" and design. She shared Northglade Montessori Magnet School's "Recipe for Success," and reviewed the dates that the schools have reserved for their literacy nights. In addition, Ms. Sholler-Barber shared that Mary Jo Hawk invited several community members to a tea at the Park Club to bring them awareness of the Kalamazoo Literacy Council, which is part of the KPS literacy initiative. She stressed that the initiative is also involving many of our parents. Ms. Sholler-Barber provided contact information for those interested in being a tutor or a student.

VI. Correspondence

Secretary Peake reviewed the correspondence received by the Board during the period of February 5-25, 2010. (File #13.)

VII. Consent Calendar

President Peterson presented the Consent Calendar items: VII.A.1. January 25, 2010 Special Meeting Minutes, VII.A.2. February 1, 2010 Special Meeting Minutes, and VII.A.3. February 4, 2010 Regular Meeting Minutes; VII.B. Purchase Recommendations 2010-17 (Remodeling at Arcadia Elementary for \$208,528.00, funded by the 2006 bond); 2010-18 (Remodeling at Lincoln International Studies School for \$30,005.00, funded by the 2006 bond); and 2010-19 (Remodeling at Northglade Montessori Magnet School for \$343,800.00, funded by the bond); and VII.C. Personnel Changes.

Motion: Implied to approve the Consent Calendar as presented.

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

Trustee Sholler-Barber noted that of the bids awarded to the contractors for the projects identified in the purchase recommendations, only three of the seventeen were to businesses not in Kalamazoo. Mr. Start added that 90% of the dollar amount for the projects will go to Kalamazoo businesses.

VIII. Persons Requesting to Address the Board

Millie Lambert, 3922 Croyden Avenue, Kalamazoo Education Association (KEA) President, shared informational handouts from the Michigan Education Association (MEA) that the KEA has distributed to teachers: Diversity and Cultural Competency: Native American Heritage Month; Resources: Women's History Month; and K-12 New Member Tips (for new teachers). She also passed around a "Read FIVE see the Piston's LIVE" bookmark given by the MEA for all elementary and middle school students as part of Michigan Reads! Ms. Lambert thanked the Board for allowing her to regularly share such information, in part to show that the MEA and KEA are about professionalism and working together. She also thanked Mr. Lee for offering space in the *Excelsior* for the KEA wellness committee to promote health and wellness in the community, and Mr. Start for helping find space in the district to hold wellness activities for all KPS employees.

Holly Wall, 1534 Spruce Drive, former KPS parent and present out-of-district special education teacher, shared an idea about preparing some special education students for college-level course work and ultimately to take advantage of the Promise by defining and establishing certificates of completion. The certificates could be called "Community College Certificate of Completion" as an alternative to the high school diploma, and the district could collaborate with KVCC so that students can be fully prepared to get a career certificate at KVCC, or a GED.

IX. Reports and Recommendations

Early Start-Grade 12 Summer Extended Learning Enrichment Program Report

Dr. Rice introduced Assistant Superintendent of Teaching and Learning Services Pat Coles-Chalmers, and asked her to present the report. Ms. Chalmers recommended that the Board receive the Early Start-Grade 12 Summer Extended Learning Enrichment Program (summer school) report on literacy, numeracy, and writing. She noted that changes from last year include sixth grade students attending the middle school program, and that the district intends to have an outside evaluation conducted to determine the effectiveness of the first grade and eighth grade (retention years) programs. Another change involves an increase in the budget due to an expansion of the Summer Literacy Independent Reading Program that was piloted last year, to include approximately 925 incoming sixth grade students. In addition, three sites have been added to the Community-Extended Enrichment Program, which includes a parent component, to provide more places for families that are within walking distance.

Ms. Chalmers explained where and when the various programs will be held and reviewed some of the information about professional development. She gave a brief overview of each of the components of the summer school program, which includes at the elementary level, programs for K-5 summer extended learning enrichment, bilingual students, and students with special education services. The middle school level includes programs for instrumental music, 6th and 7th grade mathematics and English Language Arts (ELA) extension, 6th and 7th grade mathematics and ELA intervention, 8th grade summer school, and special education. A credit recovery program and services for special education students are available at the high school level. The estimated cost for the K-12 Summer School Program, the Early Start Summer Program (Pre-K), the Community-Extended Enrichment Program (K-5) and the Summer Literacy Independent Reading Program totals \$1,168,189. Ms. Coles-Chalmers also noted that Director of Secondary Education Timon Kendall, Homeless Liaison Jon Behrens, and she have already been in contact with the district's homeless population regarding summer school.

Ms. Coles-Chalmers thanked the following Teaching and Learning Services staff members for their work in planning this year's program: Vicky Leatherman, Tracy Miller, Kellye Wood, Kathy Edlefson, Tina Tribu, Dr. Shakir-Khan, Dr. Terina Harvey, Timon Kendall, and Barbara Witzak, as well as the two elementary school principals from last year, Kim Parker-DeVauld and Judy D'Arcangelis.

Ms. Peterson said that the Board was in receipt of the report, and asked for Board member questions and comments.

Patti Sholler-Barber said that this summer school program has dispelled the myth about summer school being a “one size fits all” program by taking into consideration different learning styles, families and family needs, to extend the program to locations in different areas of the city, and to engage fathers. She said it sends the strong message of partnering with families to provide a support system for students. Ms. McGlenn stated that she thinks it is important that the summer school program is focusing on the foundational work, just as during the regular school year. She added that strong summer programs, such as the KPS program, encourage what students are doing all year long and help the students during the summer. Ms. Henderson asked for and received confirmation that with regard to the Early Start Summer Program, the age requirement of children being five years old on or before December 1 is a state requirement, not local. She noted that perhaps the state government should look at the fact that some children are nearly a full year ahead of others when they start school. Ms. Peterson said she applauds the Community-Extended Enrichment Program for involving parents, since they are the children’s first teachers. She expressed appreciation for all the fifth grade students being able to participate in the summer reading program.

Superintendent Rice thanked the entire summer school staff and community members that provided support to the summer programs. Dr. Rice noted that with regard to informing parents about expectations, the Board had approved checklists to inform parents of what the district expects children to know by the end of preschool and kindergarten, and those lists are incorporated into the Welcome to Kindergarten booklet for kindergarten orientation. He added that the checklists are more specific than the strategic expectations, and are constantly being reviewed under Ms. Wood’s leadership to see if they can be made more friendly for the parent users. Dr. Rice also noted that the development of checklists for grades one through five is also being considered. Ms. Sholler-Barber noted that the expectations for parents and students at all grade levels were developed two years ago.

Dr. Rice reviewed the sequence of events that led to the current Summer Literacy Independent Reading Program: Half of the funds that the W.K. Kellogg Foundation provided for a summer literacy pilot were used in 2008 and the rest in 2009. Based on the evaluations of the pilot programs, it was determined that children entering sixth grade would derive the greatest benefit. He said the results were so encouraging that the district will be focusing on that group and expanding upon the pilot project for all incoming sixth grade students.

X. Other Business

A. Policy 3.2 Non-Discrimination – First Reading

Policy Committee Chair Liz Henderson read revised policy 3.2 (attached) into the record for a first reading.

Board discussion: Ms. McGlenn asked where the changes were to the previous policy, and Ms. Henderson explained that the changes were mainly a reordering of the words for the sake of consistency in the two paragraphs.

Audience comments: None.

B. Policy 3.7 Harassment – First Reading

Ms. Henderson explained that this policy is a different orientation of policy 3.7, which was previously named Sexual Harassment, and then read the policy into the record (attached) for first reading.

Audience comments: None.

Board discussion: Ms. McGlinn asked for verification that this change moves the policy from the general to the specific by defining harassment, yet still follows state and federal laws. Attorney Mullett confirmed this.

C. Supplement to 4.3 Graduation Requirements – First and Second Reading

President Peterson called for a motion to suspend the bylaws to allow for a single reading and a vote on this policy supplement.

Motion: Moved by Carol McGlinn, supported by Liz Henderson, to suspend the bylaws for the purpose of having a single reading and a vote on this policy.

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

Trustee Peake read the recommendation and rationale, and then read Supplement to 4.3 Graduation Requirements into the record. Ms. Henderson explained that the policy now on the books has both a preamble and a supplement, and changes will also need to be made to the preamble because there are references to the new Michigan state graduation requirements, which are no longer new. The committee will present the changes that need to be made on the rest of the policy at a later date. She explained that the changes being approved now are necessary so that the high school counselors can get students' schedules in place for next fall.

Motion: Moved by Patti Sholler-Barber, supported by Liz Henderson, to approve the change in the required number of credits to graduate from Kalamazoo Central High School and Loy Norrix High School.

Board discussion: Dr. Rice commented that had the district not moved to trimesters with the maximum number of credits dropping from 32 to 30, this recommendation for a change in the number of credits to graduate from 28 to 26 would not be taking place. The reduction in the number of credits to graduate is a reflection of change in the maximum number of credits possible within a school year. He also explained that although the reference to Phoenix High School is new to the policy, it is the way the district has been operating for many years, so it is a matter of incorporating practice into policy.

Ms. McGlinn asked why the reference to the Michigan Merit Examination requirement was removed, and Dr. Rice explained that the MME requirements are already imbedded in the lists of credit requirements.

Audience comments: None.

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

XI. Comments by Trustees

Carol McGlinn: Encouraged parents and families to attend Literacy Night. In addition, she encouraged parents to attend conferences, and stressed how important that is at the high school level.

Patti Sholler-Barber: Encouraged parents to keep reading, and said that this is a great time to spend at our libraries. She stressed the importance of connecting children to any kind of reading material, to give them so much more towards reaching the Promise and being Promise ready.

Liz Henderson: Said going through the schools and noticing the changing culture has prompted her to again thank the Promise donors for providing the students with hope of going to college during these gray days.

Ervin Armstrong: Addressed the parents by saying that their presence in a child's school will make a difference in a child's life. He asked the children to invite their brothers and sisters and other family members to Literacy Night to make it a family affair.

Marcy Peake: Thanked the staff and students that acknowledged the Board during School Board Recognition Month. She also thanked the people, including community partners, for preparing and arranging activities for the high school students during the Michigan Merit Exam period. Ms. Peake said this exam period puts added pressure on some of the staff and students, and also results in some scheduling changes at the high schools. She said many community partners are making sure there are productive, healthy, structured, and supervised activities for our kids.

Comments by the Superintendent

Dr. Rice had no further comments.

XII. Executive Session

President Peterson called for an executive session to consider a legal opinion, and said the Board would not be returning to open session.

Motion: Moved by Patti Sholler-Barber, supported by Ervin Armstrong, to move into closed session for the reason stated.

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

The regular meeting adjourned at 8:55 p.m.

President Peterson called the meeting back to order at 9:12 p.m., and explained that she had misspoken before adjourning the regular meeting, and that the Board would be considering an action and resolution. She read the resolution into the record (attached).

Motion: Moved by Patti Sholler-Barber, supported by Carol McGlenn, to approve the resolution that was read into the record.

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

President Peterson adjourned the meeting at 9:15 p.m.

Respectfully submitted,

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

KALAMAZOO PUBLIC SCHOOLS
Board of Education

Special Meeting Minutes
March 4, 2010

President Peterson called the special meeting to order at 7:04 p.m. in the Board Room of the Administration Building, 1220 Howard Street. She said the purpose of the meeting was to hold a discussion regarding the Superintendent's evaluation for 2009-2010, and that Dr. Rice had requested that the discussion be held in closed session.

Board members present: Ervin Armstrong, Eric Breisach, Liz Henderson, Carol McGlenn, Marcy L. Peake, and Mollie Peterson. Board member absent: Patti Sholler-Barber.

Board members recited the Pledge of Allegiance.

MOTION: Moved by Eric Breisach, supported by Marcy Peake, to move into closed session for the purpose of discussing the Superintendent's evaluation.

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

President Peterson announced that no business would be conducted upon return to open session, and adjourned to move into closed session at 7:07 p.m.

Board members returned to open session at 8:55 p.m. President Peterson called for a motion to adjourn.

MOTION: Moved by Eric Breisach, supported by Ervin Armstrong, to adjourn the special meeting.

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

President Peterson adjourned the meeting at 9:00 p.m.

Respectfully submitted,

Marcy L. Peake, Secretary
Board of Education

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees

FROM: Michael F. Rice, Ph.D.

DATE: March 11, 2010

SUBJECT: Personnel Changes

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

- I. Employment
 - A. Professional/Management
Holly Smit, 2F, Math, Kalamazoo Central High School, 02/22/2010
 - B. Classified
- II. Promotions/Key Transfers
 - A. Professional/Management
 - B. Classified
- III. Leaves of Absence
 - A. Professional/Management
 - B. Classified
- IV. Terminations
 - A. Professional/Management
Shari Bair, 2F, Music, Northglade Montessori Magnet School, 06/30/2010; retirement
Geneva Baker, 2F, Special Education, Maple Street Magnet School for the Arts, 06/30/2010; retirement
Norma Beatriz, 2F, Social Worker, Itinerant, 06/30/2010; retirement
Barry Blackwell, 3M, Counselor, Phoenix High School, 06/30/2010; retirement
Bonnie Borak, 2F, Elementary, Arcadia Elementary School, 06/30/2010; retirement
Richard Cahow, 2M, Social Studies, Kalamazoo Central High School, 06/30/2010; retirement
Sharon Caron, 2F, Social Studies, Loy Norrix High School, 06/30/2010; retirement
Kathleen Dievendorf, 2F, Elementary, Dr. Martin Luther King Jr. in Westwood Elementary School, 06/30/2010; retirement
Joy Dodds, 2F, Elementary, Parkwood-Upjohn Upjohn Elementary School, 06/30/2010; retirement
Lynn Edwards, 2F, Reading Recovery, Spring Valley Center for Exploration, 06/30/2010; retirement
Rochelle Ferriell, 2F, Social Studies, Maple Street Magnet School for the Arts, 06/30/2010; retirement

Roger Fleming, 2M, Science, Hillside Middle School, 06/30/2010; retirement
Carol Hodges, 2F, Science, Hillside Middle School, 06/30/2010; retirement
Leslie Lami-Reed, 2F, Art, Arcadia Elementary School/Greenwood Elementary School, 06/30/2010; retirement
Richard Lighthizer, 2M, Tech. Ed., Hillside Middle School, 06/30/2010; retirement
June Marlett, 2F, Academic Coach, Milwood Elementary School, 06/30/2010; retirement
Bertha Morgan, 3F, Business/EFE, Loy Norrix High School, 06/30/2010; retirement
Fred Rhem, 2M, Computer Applications, Linden Grove Middle School, 07/01/2010; retirement
Deborah Rolfe, 2F, Elementary, Milwood Elementary School, 06/30/2010; retirement
Richard Smyrnios, 2M, Social Studies, Phoenix High School, 06/16/2010; retirement
Holly Stephenson, 2F, Art, Kalamazoo Central High School, 06/30/2010; retirement
Judith Takemoto-Buckles, 2F, Physical Education, Itinerant, 06/30/2010; retirement
Mary Tetreau, 2F, Elementary, Prairie Ridge Elementary School, 06/30/2010; retirement
Janine Vallance, 2F, Counselor, Maple Street Magnet School for the Arts, 06/30/2010; retirement
Willie Watson, 3M, Elementary, Prairie Ridge Elementary School, 06/30/2010; retirement

B. Classified

Donna Beck, 2F, Special Education Paraprofessional, Maple Street Magnet School for the Arts, 06/16/2010; retirement
Jon Behrens, 2F, Homeless Liaison, Title I School Improvement, 06/30/2010; retirement
Jean Bishop, 2F, Special Education Paraprofessional, Loy Norrix High School, 06/30/2010; retirement
Patricia VerMeulen, 2F, Executive Secretary, Superintendent's Office, 08/01/2010; retirement

**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 Second Reading: March 11, 2010

This policy supersedes all other policies on this issue.

**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 Second Reading: March 11, 2010

This policy supersedes all other policies on this issue.