I. Call to Order
President Patti Sholler-Barber called the July 20, 2017 regular Board of Education meeting to order at 7:04 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: Ken Greschak, TiAnna Harrison, Jennie Hill, Craig Herschleb, Carol McGlinn, and Patti Sholler-Barber. Absent: Dr. Lauren Freedman. Superintendent Dr. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following Kalamazoo Central High School 2016-2017 turn-around students: Taylor Murray, junior; McKenzie Hollenbeck, Jordan Lamorandier, and Nejaya Moore, seniors; and Khalil Jones, 2017 graduate.

Also recognized, although unable to attend, were Deja’ nai Bates and Trinity Boykins, sophomores; Shannon McConkey, junior; Naiila Boyd and Trevon Reason, seniors; and Kaylynn Jones-Cummings, 2017 graduate.

Also in attendance and introduced by Mr. Lee was Kalamazoo Central High School Assistant Principal Ajamian Gardner. The students’ parents, family, and friends in the audience were also recognized.

V. Committee Reports/School Reports
None.

School Reports
None.

VI. Correspondence
Secretary Hill reviewed the board correspondence that was received for the period of June 30, 2017 through July 20, 2017 (File #1).

VII. Consent Calendar

Deputy Superintendent for Business, Communications and Operations Gary Start reviewed purchase request 2018-01 for $51,124 from the School Improvement Grant for Chromebooks and charging/storage carts for The Woodward School for Technology and Research.

Motion: Implied to approve the Consent Calendar as presented.
Board discussion:
None.

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

VIII. Persons Requesting to Address the Board
None.

IX. Reports and Recommendations

A. Policy 5.7 – Suspension, Exclusion, Expulsion, and Permanent Expulsion – Second Reading

Dr. Rice explained that the board hears policies in two readings. He stated that the first readings of policy 5.7 – Suspension, Exclusion, Expulsion, and Permanent Expulsion and policy 8.9 – Use of Seclusion and Restraint had been done at the June 29, 2017 regular board meeting and were for the purpose of informing the community about what was being considered, sharing the draft policies, and discussing and answering any questions. He stated that there had been no changes made to the two policies since the first readings.

Trustee Herschleb explained that the board had spent several months reviewing and updating policy 5.7 to be certain that the policy follows state law. He explained that KPS had been following these procedures; however, those practices have now been put into the policy.

Motion: It was moved by Trustee Hill, supported by Trustee Greschak, to approve policy 5.7 – Suspension, Exclusion, Expulsion, and Permanent Expulsion as presented.

Board discussion:
Trustee McGlinn noted that a second reading indicates that the board had discussed the proposed policy changes at its previous board meeting. She explained that KPS was putting language into its policy to align with state law. Ms. McGlinn noted that KPS is in agreement with the changes in state law.

Trustee Hill stated that she served on the policy committee with Trustees Herschleb and Greschak. She expressed her appreciation to Director of Student Services Nkenge Bergan and Director of Special Education Rikki Saunders for their assistance in reviewing the updated state laws to be sure that KPS policy reflects those changes. Ms. Hill also praised the professional development provided to KPS personnel so that they are trained on how to calm upset students, while maintaining the mental and physical well-being of all students.

Trustee Sholler-Barber noted that oftentimes what work is being done on board committees can appear vague; however, policy 5.7 was a specific example of board committee work that maintained compliance with state law and put into place what is best for our students.

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

B. Policy 8.9 – Use of Seclusion and Restraint – Second Reading

Dr. Rice stated that policy 8.9 was a new policy rather than an amended policy. He explained that this policy was being considered so that KPS would be in compliance with new state law.

Trustee Herschleb reiterated his previous comments about the time and effort the policy committee had put into policy 8.9, and noted that the policy committee had had a lot of
discussion and presentations about the new policy to be certain that KPS would be in compliance with state law.

**Motion:** It was moved by Trustee Greschak, supported by Trustee Hill, to approve policy 8.9 – Use of Seclusion and Restraint as presented.

**Board discussion:**
Trustee Sholler-Barber noted that policy 8.9 was another good example of the board focusing on the welfare of our students and being in compliance with state law.

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

Dr. Rice stated that KPS is supportive of each of these two changes in state law, which reflect the end of a 20-year state history of zero tolerance. He explained that as a result of changes in state law, school districts are allowed more flexibility in how to deal with student discipline, which is incorporated into policy 5.7.

Dr. Rice stated that KPS agrees with the state law under which new policy 8.9 has been adopted by the board. He explained that KPS does not seclude students and only uses restraints on an emergency basis. Dr. Rice noted that KPS keeps records of those incidents and that staff members receive professional development on the use of restraints.

X. **Other Business**

None.

XI. **Comments by Trustees**

*Craig Herschleb* stated that the StrykeForce robotic team had recently participated in the Indiana Robotics Invitational, an off-season competition. He explained that this invitational was for the best of the best robotics teams and congratulated StrykeForce on its second place finish.

*Patti Sholler-Barber* stated that summer school was still ongoing and reminded families to keep students attending on a daily basis. She encouraged families to keep up with the student checklists and to continue to read to and with their children. Ms. Sholler-Barber reminded everyone to take advantage of the Kalamazoo Public Library and the five KPS libraries that were open one day a week throughout the summer.

Ms. Sholler-Barber announced that the First Day Shoe Fund was ready to deliver shoes at the end of summer school and that there would also be a community distribution for all eligible children on August 9 from 2:30 to 8:00 p.m. at Maple Street Magnet School for the Arts.

**Comments by the Superintendent**

Dr. Rice announced that Alvin Irby, the founder of Barbershop Literacy, would provide professional development to local barbers on July 31, and would also present at the statewide conference *Mirrors of Me: Children Seeing Themselves in Their Literature* at Western Michigan University on August 1.

Dr. Rice advised that KPS was proud to be a major sponsor with the Michigan Department of Education of the *Mirrors of Me* literacy conference on August 1. He stated that the conference was co-sponsored by the Michigan Association of School Administrators, Michigan Association of Secondary School Principals, Michigan Association of School Boards, Middle Cities Education Association, Reading Now Network, and Kalamazoo Regional Educational Service Agency. Dr.
Rice thanked Assistant Superintendent of Teaching and Learning Services Cindy Green, Coordinator of English Language Arts, Social Studies, and Library Services Angela Justice, and Director of Secondary Education Johnny Edwards for their assistance in preparing this conference.

Dr. Rice thanked Assistant Superintendent Green, Director of Special Education Rikki Saunders, and Director of Student Services Nkenge Bergan for their work on the two policies approved by the board this evening.

Dr. Rice expressed his appreciation to Ms. Angela Justice for her work on the KPS open libraries that had been mentioned by President Sholler-Barber:

- Arcadia Elementary School – Mondays 9:30 a.m. to 10:30 a.m.;
- Lincoln International Studies School – Mondays 11:00 a.m. to 1:00 p.m.;
- Washington Writers’ Academy – Tuesdays 11:00 a.m. to 1:00 p.m.;
- Edison Environmental Science Academy – Wednesdays, 1:00 p.m. to 3:00 p.m.; and
- The Woodward School for Technology and Research – Thursdays 11:00 a.m. to 1:00 p.m.

Dr. Rice also expressed his appreciation to Mr. Alex Lee for his back-to-school preparations and to Deputy Superintendent Start and Assistant Superintendent of Human Resources Sheila Dorsey-Smith for their work on negotiations, with a special thank you to Ms. Dorsey-Smith and her staff for their hiring efforts throughout the summer.

Dr. Rice noted that summer is a busy time for KPS and that he is always amused when people ask if he would be glad to get back to work in the fall. He explained that for many KPS staff, summer did not mean a cessation of work on behalf of our children.

XII. Closed Session

President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 7:24 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, August 3, 2017 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary,
on behalf of Jennie Hill,
Secretary, Board of Education
KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
August 3, 2017 – Regular Meeting

I. Call to Order
President Patti Sholler-Barber called the August 3, 2017 regular Board of Education meeting to order at 7:02 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: Ken Greschak, TiAnna Harrison, Jennie Hill, Craig Herschleb, Carol McGlenn, and Patti Sholler-Barber. Absent: Dr. Lauren Freedman. Superintendent Dr. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following students.
- Loy Norrix High School 2017 Boys Track State Tournament participants: Zachary Skinner, senior; and Alexander Neal and Evan Wheat, 2017 graduates.

- Kalamazoo Central High School athletes:
  - 2017 Boys Track State Tournament participant: Jalen Smith, senior;
  - 2017 Girls Track State Tournament participant: Sydney Washington, 2017 graduate; and
  - Boys Varsity Baseball Team 2017 Michigan High School Baseball Coaches Association Academic All-State Team with a cumulative grade point average of 3.714: Hilario DeLaPaz III, sophomore; Jack Uekert, junior; Derek Bradley and Owen O’Neil, seniors; and Patrick Fulton, Kegan Miller, and Bass Ollie, 2017 graduates.

Also recognized, although unable to attend, were Brooks Hemingway, junior; Hunter Tanner, senior; and Jonah Bolton, Travis DeYoung, Jalin Long, Benjamin VanZoest, Jeremiah Vincent, and Karsen Withers, 2017 graduates.

Mr. Lee noted that the following members of the Kalamazoo Central boys’ varsity baseball team had also earned First Team Academic All-State, each with a grade point average over 4.0: Jack Uekert, Owen O’Neil, Jonah Bolton, Patrick Fulton, Kegan Miller, and Benjamin VanZoest.

Also in attendance and introduced by Mr. Lee were Loy Norrix High School Principal Rod Prewitt; Athletic Director/Assistant Principal Andrew Laboe; Loy Norrix High School track coaches Ted Duckett, Bradley Schmidt, and Jim Ford; Kalamazoo Central High School Athletic Director/Assistant Principal Dylan Patterson; and Kalamazoo Central High School track coaches Hal Bates and Oscar Hall. The students’ parents, family, and friends in the audience were also recognized.

V. Committee Reports/School Reports
None.
VI. Correspondence
Secretary Hill reviewed the board correspondence that was received for the period of July 21, 2017 through August 3, 2017 (File #2).

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. July 20, 2017 Regular Meeting Minutes and VII.C. Personnel Changes.

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

**Board discussion:** None.

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

VIII. Persons Requesting to Address the Board
President Sholler-Barber read the public participation guidelines into the minutes:

According to Board Policy 1.2, speakers should begin their comments by stating their name, address, and connection to/interest in the Kalamazoo Public Schools and, if applicable, the organization that they represent.

Speakers should be courteous and professional. The chairperson of this meeting may terminate public comments that are profane, vulgar, or defamatory. Speakers should refrain from identifying individuals when offering criticism.

Speakers have three minutes each and must stop speaking promptly when signaled.

Speakers may not address confidential student or personnel matters, but may submit such concerns to the board in writing.

Speakers are encouraged to provide the board with a written copy of their comments.

Speakers are reminded that the board will not respond to public comments, but that the administration may or may not follow up with the speakers at some point regarding speaker comments.

_Amanda Miller, 34969 CR 652, Mattawan_, introduced herself as the president of the Kalamazoo Education Association (KEA). She stated that KEA members demand that teaching and learning remain the top priority in KPS. Ms. Miller noted that numerous bonds and millages had been passed over the years and thanked the voters for their support. She stated that KPS had increased enrollment, maintained a healthy fund balance, and increased per pupil funding. Ms. Miller advised that teachers make investments in education by participating in professional development, working long hours, and buying supplies out of their own funds so that every student has the opportunity to learn. She stated that the KEA contract promises a modest step increase and that it was unacceptable not to receive that step increase. Ms. Miller explained that step increases are necessary to provide financial security; create motivation; increase recruiting and retaining the best; and show respect, value, and appreciation for teachers. She stated that, historically, step increases have created a culture where teachers show long-term commitment to students and community, and that retaining qualified teachers improves our district and the learning environment for our students. Ms. Miller asked KPS to give teachers the step increases that they have rightly earned.
Tim Russ, 24 Robin Hood Drive, Grand Rapids, introduced himself as the Michigan Education Association (MEA) uniserv director. He stated that the reason other KPS bargaining groups had settled for a 1.38% pay increase was because Michigan Public Act 54 stated that if contracts were not ratified before June 30, when health insurance rates increase, members of those bargaining groups would have to pay the increased cost in health insurance. Mr. Russ explained that KEA does not have to pay increased health insurance for not ratifying its contract before June 30, and that KEA members were not going to settle for a 1.38% pay increase. He stated that KPS was breaking its promise to teachers by hiring them at bargain basement prices, with a promise of step increases that would raise their salaries to a fair level. Mr. Russ noted that classrooms are the money-making operation of KPS based on per pupil funding, and that it was essential to protect the sanctity of the teacher-student relationship by valuing teachers at a high level. He stated that refusing to pay promised step increases was a slap to KPS teachers.

Jacob Oster, 1232 Parker Avenue, Kalamazoo, introduced himself as a Kalamazoo taxpayer speaking in support of KPS teachers. He stated that recruiting, honoring, and retaining effective teachers should be the number one priority in KPS. Mr. Oster noted that teachers and other employees that work most closely with children deserve reasonable raises, minimally the cost of living. He stated that teachers are the foundation of our schools and that KPS could afford to give teachers a pay raise. Mr. Oster explained that state funding to KPS had increased and that anything over a five percent fund equity is egregious. He explained that KPS would lose talented teachers if it did not provide pay raises, and expressed his concern that if teachers did not receive their step increases they would be less likely to work cooperatively with KPS administration on such things as millage requests and the recent drive to prevent school closings. Mr. Oster concluded by requesting that the board find a way to make the step increases happen.

Kary Mack, 1505 Waverly Drive, Kalamazoo, introduced herself as a teacher at Hillside Middle School. She stated that she loves our students and that her job as a teacher and as a mother is to support our children. Ms. Mack explained that she had chosen to teach in KPS because of its reputation, and that when she was hired she reviewed the salary schedule, which included step raises, and considered that salary schedule a promise from KPS for her future earnings. Ms. Mack stated that without the step pay increase over a period of 15 years she would lose the cost of a down payment on a house. She explained that she and her husband did not want to have more children until they could afford a larger house. She asked the board to respect the hard work that teachers do on behalf of children and to pay the step increase.

Millie Lambert, 3922 Croyden, Kalamazoo, introduced herself as a former KPS employee for 41 years, past KEA president, and a taxpayer. She stated that, with a nearly 60% drop in college students majoring in education, KPS must retain current teachers and also attract dedicated educators because our students and families deserve nothing but the best. Ms. Lambert noted that state aid had increased and that KPS enrollment had not declined. She explained that KEA members deserve respect and appreciation and that one tangible way that KPS can show its respect and appreciation is to pay the step increases. Ms. Lambert stated that unless compensation is appropriately addressed, no one will come here to serve our high need students, and those who are here will leave because there are plenty of opportunities in other districts due to the lack of teachers. She encouraged KPS administration to work collaboratively with KEA and settle the contract in a timely manner.

Michelle Jones, 635 Streamside Drive, Galesburg, stated that she has been a teacher for 26 years, and was currently a first grade teacher in her ninth year at KPS. She explained that people say that teachers only work 10 months a year; however, that was not true because her summers included
professional development, webinars, and purchasing books and classroom supplies. Ms. Jones stated that she had always thought of KPS and KEA as a team until this summer. She explained that she will continue to work 10-12 hours per day and spend her own money on behalf of our students because that is what teachers do who are called to teach.

*Sonia Elsholz, 3909 South 7th Street, Kalamazoo,* introduced herself as an educator at Portage Public Schools, with three children in KPS. She explained that when her family moved to Kalamazoo she had been nervous because she was from a small town. Ms. Elsholz stated that the education her children were receiving in KPS was amazing because teachers care about their students and communicate with parents. She noted that her family had moved to Kalamazoo for the Kalamazoo Promise; however, she could take her children elsewhere under schools of choice. Ms. Elsholz stated that if KPS does not pay teachers what they should be paid, that KPS would lose educators to other school districts.

*Michelle Wrangler-Barrett, 431 Insker Avenue, Kalamazoo,* stated that her husband, Christopher Barrett, was the theater director at Kalamazoo Central High School and that they had three children in KPS. She stated that she was also vice president of the part-time instructors union at Western Michigan University and an academic advisor at Kalamazoo Valley Community College. Ms. Wrangler-Barrett encouraged KPS and KEA to collaborate, communicate, and build a positive relationship. She concluded by expressing her support for teachers.

*Sharlyl Weber, 6421 Trundel Lane, Kalamazoo,* stated that she was the parent of two KPS children. She expressed her concern that it would be detrimental to students if there were a high turnover of teachers. Ms. Weber stated that she wanted teachers to remain and build their careers in KPS and asked that the administration give teachers their step pay increases.

**IX. Reports and Recommendations**

None.

**X. Other Business**

None.

**XI. Comments by Trustees**

President Sholler-Barber explained that through social media the board had been made aware that KEA members would be speaking to the trustees this evening. She stated that because of that advance notice, the board had prepared a statement, which she read into the minutes.

*The Board of Education and administration repeatedly state our respect for and appreciate the work of our teachers, as well as the work of all our staff members within the district.*

*Given the constraints of funding from the state, which provides most of the funding for public education in the state, the district could and did budget 1.38 percent for compensation increases in the 2017-18 budget, approved by the board on June 29. In addition, bargaining groups may choose to propose reductions in benefit levels and/or increases in costs of benefits to increase the amount available for salary increases. All bargaining groups besides the KEA have settled contracts this summer within these parameters. The KEA has been offered these same parameters at the bargaining table.*

*Ideally, we would be able to offer more, but the increases in state funding and other mandated costs do not make this possible.*
A district must maintain a structurally balanced budget, which means recurring revenue greater than or equal to recurring expenditures. By definition, a fund balance is one-time revenue and should not be used to pay recurring expenditures. If any school district begins to use fund balance in a significant way on a planned basis to pay recurring expenditures, it will quickly run the risk of state oversight of its finances, which begins by law at or below a five percent fund balance.

The Board of Education will continue to negotiate in good faith with our teachers, within the constraints of the district budget.

Craig Herschel announced that FIRST Robotics had held world championship competitions in Missouri and Texas, and that the Kalamazoo County Stryke Force robotics team won the championship at Missouri. He stated that Stryke Force had recently participated in the Festival of Champions against the winners of the Texas competition. Mr. Herschel congratulated Stryke Force for winning that competition and being the first official world robotics champions.

Jennie Hill stated that she had had the opportunity to stop by Washington Writers’ Academy during its open library and was pleased to see a group of first and second graders from a local daycare enjoying story time.

Ms. Hill noted that the Mirrors of Me conference was a great learning experience. She also reminded everyone that the Mothers of Hope annual family reunion would be held on Saturday, August 5 from noon to 5:00 p.m. at LaCrone Park, and invited those interested in registering to vote to stop by the League of Women Voters booth.

Ken Greschek commended the passion, dedication, and unity shown by the speakers and those in attendance at this meeting. He explained that he was not unsympathetic to paying more to teachers; however, the challenge is at the state level and in how Michigan funds its public schools. Mr. Greschak expressed his hope that the energy demonstrated at this meeting would be addressed to the state legislature for changes in how the state of Michigan funds public schools. He praised KEA and MEA as wonderful advocates for our children. Mr. Greschak explained that one of the challenges for KPS is to review the district’s priorities and how to accomplish them with inadequate state funding. He thanked the teachers for the work they do for and on behalf of our students and stated that it was because of our excellent teachers that our students are achieving at remarkable levels. Mr. Greschak explained that after reviewing the KPS budget, this was the best budget possible to maintain programs for our students. He thanked everyone for coming.

Patti Sholler-Barber referenced a recent Kalamazoo Gazette article about Kalamazoo Central High School sophomore, Lilli Camp, who prepares and delivers lunches to Eleanor House, a family shelter in Kalamazoo. Ms. Sholler-Barber commended Lilli for volunteering, taking charge, and doing good deeds for those less fortunate.

Ms. Sholler-Barber announced that the KPS elementary libraries would continue to be open one day a week until August 17. She encouraged everyone to take advantage of the libraries and reminded all of the schedule:

- Mondays: Arcadia Elementary School, 9:30 a.m. to 10:30 a.m., and Lincoln International Studies School, 11:00 a.m. to 1:00 p.m.;
- Tuesdays: Washington Writers’ Academy, 11:00 a.m. to 1:00 p.m.;
- Wednesdays: Edison Environmental Science Academy, 1:00 p.m. to 3:00 p.m.; and
- Thursdays: The Woodward School for Technology and Research, 11:00 a.m. to 1:00 p.m.
Ms. Sholler-Barber encouraged those with questions about the Kalamazoo Promise to contact the Promise Office at 337-0037. She stated that the office was open twelve months a year and encouraged KPS graduates to take advantage of the Kalamazoo Promise.

Ms. Sholler-Barber expressed her disappointment that many audience members had left before she was able to make her comments. She stated that she is passionate about education and kids, and had been a teacher for thirty years. Ms. Sholler-Barber explained that she understands the concerns of KEA members; however, Trustee Greschak was correct that funding for public schools in the state of Michigan makes it impossible to do and provide all that KPS would like. She expressed her concern about the decreasing number of people going into teaching. Ms. Sholler-Barber stated her appreciation to KPS teachers for the excellent work they do and asked them to understand that the board and administration listen closely to public comments, understand their concerns, and appreciate their attendance at this meeting.

Comments by the Superintendent
Dr. Rice echoed the comments made by Trustees Sholler-Barber and Greschak. He expressed his appreciation to those who had attended this meeting.

Dr. Rice explained that it was important to note that the vast majority of funding for public schools post-Proposal A (post-1994) comes from the state of Michigan. He noted that it is incumbent on not just school boards and administrations, but also local and state teacher associations and businesses to let Lansing know that public education deserves better funding. Dr. Rice explained that Michigan is significantly underfunding public education. He referred to a state study released in July 2016 that stated that Michigan was underfunding public education by $1,000 per child in per pupil foundation allowance for an average child. In addition, the study stated that funding for the average poor child should generate 30% more than the per pupil foundation allowance, and the average English Language Learner should generate 40% more than the per pupil foundation allowance. The study did not give a specific percentage increase for special education students, although the results did acknowledge that special needs students should generate greater funding than students without special needs.

Dr. Rice stated that he was working with the School Funding Research Collaborative on a new study of school funding, expected to be finalized in January 2018, which would be more complete than the state’s July 2016 study. He explained that he expected that this second study would also show that public education is underfunded by the state of Michigan.

Dr. Rice explained that prior to Proposal A, the vast majority of funding for public schools came from local property taxes; however, effective in 1994, those local property tax millages, except for non-homestead millages, were replaced by a state per pupil foundation allowance, largely funded with state taxes. He stated that the arguments for this change were that more equitable funding and possibly additional funding would be generated statewide. Dr. Rice noted that, unfortunately, bad times hit in 1999, and for many years, funding of public education under Proposal A through the state of Michigan has been challenging.

Dr. Rice continued that, in 2008, Michigan’s economy experienced profound challenges, state revenue declined, and public education went through a series of years where the state was barely maintaining the same foundation allowance, and the district had to make significant cuts. He stated that in 2011, the state cut the foundation allowance by $470 per student, which resulted in $6 million in budget cuts in KPS, and a two percent total compensation cut. Dr. Rice explained that public education has still not recovered from state funding that hasn’t come close to keeping up
with inflation over the last 12 years, and districts across the state have cut significantly during this period.

Dr. Rice stated that if employee groups want to have an enduring impact on the resources available for school children, and by extension on all staff members -- teachers, bus drivers, food service employees, secretaries, aides, and administrators -- and to alter the dollars that are available for public education and make them somewhat consistent with the dollars that are available in higher-performing states, you have to go where the dollars are allocated, at the state level. He stated that the concerns about the underfunding of public education must be taken up with the state legislature.

Dr. Rice noted that this was not an answer for today, but that it was the enduring answer. He explained that to think otherwise was to ignore the realities of our current funding structure. He stated that we have a collective responsibility to advocate for more funds for school children and for the people who work with school children on a regular basis. Dr. Rice reiterated that this was not a consolation for this evening; however, these are the realities of state school funding increases that are below the education inflation rate, the inflation rate for education expenses that include health insurance and retirement. He stated that the state of Michigan has a responsibility to provide for these sorts of increases, and that in the absence of these increases, the education profession is deteriorated and, by extension, so are the futures of our children.

XII. Closed Session
President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 8:02 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, August 17, 2017 at 7:00 p.m.

Respectfully submitted,

Lee Miller, Recording Secretary,
on behalf of Jennie Hill,
Secretary, Board of Education
I. Call to Order
President Patti Sholler-Barber called the August 17, 2017 regular Board of Education meeting to order at 7:02 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following students:
- Phoenix High School 2016-2017 turn-around students Bobby Gaddie, Jr. and Ignacio Hernandez, 2017 graduates. Also recognized, but unable to attend: Sayde Aguilar, Asanta Foster, and Parish Yates, 2017 graduates.
- FCCLA State Leadership Participants: Kalamazoo Central High School students Johnny Gillam and Jovanna Sandoval, juniors; Jordan Brooks, senior; and Nicole Gallup, 2017 graduate (unable to attend).
- NAACP ACT-SO participants: Kendra Parkman, Kalamazoo Central High School senior, and Malik Farrakhan, Loy Norrix High School sophomore (unable to attend).

Also in attendance and introduced by Mr. Lee were Phoenix High School Principal Mark Hill, Kalamazoo Central High School Assistant Principal/Athletic Director Dylan Patterson, and Loy Norrix High School Principal Rodney Prewitt. The students’ parents and family members in the audience were also recognized.

V. School Reports/Committee Reports
None.

VI. Correspondence
Secretary Hill reviewed the board correspondence that was received for the period of August 4, 2017 through August 17, 2017 (File #3)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. August 3, 2017 Regular Meeting Minutes; VII.B. Purchase Recommendations 2018-02 and 2018-03; and VII.C. Personnel Changes.
Deputy Superintendent of Business, Communications, and Operations Gary Start reviewed the purchase recommendations:

- 2018-02 in the amount of $42,500 from the 2013 bond to replace hot water piping and valves at Kalamazoo Central High School; and
- 2018-03 in the amount of $500,000 from the 2013 bond to purchase 25 acres of land at 1800 Ravine Road to construct a new KPS transportation center.

Mr. Start stated that it had been extremely challenging to find property suitable for the new transportation center. Key conditions considered important for a new site included the following:

- The site should have approximately 25 acres of useable space;
- The site should not be located in proximity to an existing neighborhood;
- The cost of the site should be within the parameters of the bond budget;
- The site should provide ample opportunity for 120 buses to enter and exit efficiently the transportation center; and
- The site should be as centrally located within the district as possible.

Mr. Start noted that after an exhaustive search, it was determined that the Ravine Road site best fit the conditions listed above. Mr. Start explained that the purchase would be paid by the 2013 bond.

Trustee Hill asked what sort of items can be purchased with bond monies.

Mr. Start stated that bond funds can be used for replacement of boilers, roofs, parking lots, technology, and buses. He also stated that the renovations and construction at Washington Writers’ Academy and Milwood Elementary School had been done with voter-approved bonds. Mr. Start explained that, without these bonds, KPS would have had to use the general fund. He explained that bond funds cannot be used for employee compensation. Mr. Start thanked the public for supporting the bond.

MOTION: Implied to approve the Consent Calendar as presented.

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

VIII. Persons Requesting to Address the Board

Patti Sholler-Barber read the public participation guidelines into the minutes:

According to Board Policy 1.2, speakers should begin their comments by stating their name, address, and connection to/interest in the Kalamazoo Public Schools and, if applicable, the organization that they represent.

Speakers should be courteous and professional. The chairperson of this meeting may terminate public comments that are profane, vulgar, or defamatory. Speakers should refrain from identifying individuals when offering criticism.

Speakers have three minutes each and must stop speaking promptly when signaled.

Speakers may not address confidential student or personnel matters, but may submit such concerns to the board in writing.
Speakers are reminded that the board will not respond to public comments, but that the administration may or may not follow up with the speakers at some point regarding speaker comments.

*Rod Tucker, 1205 Race Street, Kalamazoo,* introduced himself as a pastor at The River Church in Kalamazoo. He stated that if KPS wanted to recruit and retain experienced teachers, to not pay teacher step increases would be a huge mistake. He noted that education is highly valued in Kalamazoo and that KPS must support its teachers. Pastor Tucker stated that he does not want Kalamazoo to be a city where new educators get their start and then leave for a district that treats them better. He stated that Kalamazoo is better than that, and that this was an opportunity to show it.

*Jacob Oster, 1232 Parker Avenue, Kalamazoo,* introduced himself as Kalamazoo taxpayer and homeowner. He stated that he supports our teaching staff receiving the full step increase. Mr. Oster noted that state funding to KPS had increased and our student count was steady, if not growing. He stated that he was not aware of other area schools offering a step freeze. Mr. Oster encouraged the board to pay teachers the step increases. He explained that a 5% fund equity should be ample. Mr. Oster concluded that retention and recruitment of staff should be our number one goal.

*Vera Johnson, 1313 Lane Boulevard, Kalamazoo,* introduced herself as a former KPS employee and parent. She noted that her husband is a KPS school bus driver. Ms. Johnson stated that her grandson needs special services in a self-contained classroom and that he has had wonderful teachers and support in KPS that have made a positive impact on his life and learning. She noted that she was fearful that teachers would leave KPS because of no step increase and that students would not be able to build long-term relationships with teachers. Ms. Johnson encouraged KPS to give teachers their step increase.

*Margaret Locke, 435 Inkster Avenue, Kalamazoo,* introduced herself as a single parent of three children, a voter, and a taxpayer. She stated that she was in attendance to advocate for KPS teachers. Ms. Locke explained that her children had lost their father in a tragic car accident last year and that their teachers had helped her children feel safe and loved during that difficult time. Ms. Locke explained that KPS cannot afford to lose teachers as they are the cornerstone of this social experiment we call the Kalamazoo Promise. She concluded that KPS needs to find a solution that doesn’t punish teachers or students, because it has a promise to keep.

*Blair Goheen, 541 North Dartmouth, Kalamazoo,* introduced himself as a parent of two children in KPS. He stated that he appreciates KPS and the Board of Education for all they have achieved for our children. Mr. Goheen noted that the Promise was an amazing opportunity and that he wants all of our children to be fully prepared for college. He explained that the best path to prepare our children was to retain teachers who are passionate about their calling. Mr. Goheen concluded that teachers affect our children minute by minute each day, and asked KPS to please find a way to include teacher step increases this year.

*Amy Albertson, 1416 East Alcott, Kalamazoo,* introduced herself as a mother of two children in KPS. She stated that she had returned to Kalamazoo with her family when the Promise had been announced. Ms. Albertson noted that her children have had wonderful, committed teachers who communicate with her regularly. She stated that it is disrespectful to deny them a pay increase. She concluded that she cannot stand behind KPS if it does not stand behind its teachers.

*Patty Mitchell, 2206 Broadway, Kalamazoo,* introduced herself as a parent of four children, two in college and two at Loy Norrix High School. She referred to the number of administrators that earn
Ms. Mitchell stated that she was not asking for administrators to earn less than they deserve; she was just asking that teachers be paid what they deserve. Ms. Mitchell concluded by saying that KPS needs to retain and attract highly qualified teachers.

DeLawren Bradshaw, 1163 Mount Royal Drive, Kalamazoo, introduced herself as a 2017 KPS graduate. She stated that in fourth grade she had had an African American teacher for the first time, and that the teacher had been a huge influence in her life. Ms. Bradshaw noted that this teacher had believed in her and had taught her to be dedicated and involved with her community. She stated that she had continued to have many teachers and counselors in KPS who had challenged her to continue to grow. Ms. Bradshaw advised that she had graduated with double cords and was now attending Wayne State University. She concluded by saying that a teachers’ pay should be a function of her or his dedication, education, tenacity, and willingness to work long hours with her or his students.

Sara Schmidt-Lee, 1003 Osborn Street, Kalamazoo, introduced herself as a pastor at First Congregational Church and the parent of two children at El Sol Elementary. Ms. Schmidt-Lee stated that she was here because she wanted her children to have experienced teachers. She noted that KPS must treat current teachers with the respect they deserve or KPS will lose teachers who recently joined KPS. Ms. Schmidt-Lee stated that KPS needs to be fiscally responsible but not at the expense of teachers. She concluded by urging KPS to meet this step increase and commit to find a long-term solution that relies on local funding.

Christine Ellis Pogodzinski, 3857 14th, Wayland Michigan, introduced herself as a former KPS student. She stated that she was in attendance to give full support of KPS teachers getting their step increase. Ms. Pogodzinski noted that she had had many teachers in KPS that had taught her the importance of her opinions and respectfully sticking to them. She explained that she was a college graduate as a result of the Promise, and that she had excelled in her career as a result of her many excellent teachers in KPS. She concluded that to deny step increases would be to deny a stable future for children.

Domonique Ray, 2467 Heatherdowns Lane, Kalamazoo, introduced herself as a former Battle Creek resident and a parent of five children. She stated that she had moved to Kalamazoo for the Promise. Ms. Ray noted that as a single parent she needed to trust her children to the care of KPS teachers. She explained that KPS needs to value teachers because our teachers shape the minds of the future. Ms. Ray concluded by saying that our children are a product of what KPS puts into them.

Lois James Fisher, 4368 Foxwood Trail, Portage, introduced herself as a former KPS teacher. She stated that you can’t be silent if you see something that is not right. Ms. Fisher noted that she had been on the negotiating team in KPS for 4-5 contracts and understands all that is involved in this process. She also noted that teachers have benefitted from what the negotiating team was able to accomplish many years ago and that it is hard to sit and watch earned benefits taken away.

Cheryl Barber, 2615 Beethoven Avenue, Portage, introduced herself as a retired KPS teacher. She noted that she had recently read *Hillbilly Elegy*, which chronicled how difficult it is to get out of a culture in crisis and be successful. Ms. Barber stated that denying steps is an example of a negative educational climate. She concluded by saying that KPS needs to step out of this negative educational climate and support KPS teachers.

Rebecca LaDuca, 824 Newgate Road, introduced herself as a parent of four children. She stated that she had survived because of the arts in high school. She noted that her mother was a public
school teacher and she had seen changes in the attitude toward public education over the years. Ms. LaDuca explained that she is excited to have her children in KPS and wants KPS to be firm in its commitments. She concluded by asking KPS to please pay a step increase to the people who are doing the work of educating our children.

_Tay Joe, 5200 Croyden Avenue, Kalamazoo_, introduced himself as the chairperson elect for the student MEA, future educators of Michigan. He stated that he was here in support of the teachers’ pay step. He noted that KPS has quality teachers and wants to see them stay in the district. Mr. Joe stated that school starts in September and challenged teachers not to go to school if this is not settled.

_Michelle Preston, 2321 South Burdick, Kalamazoo_, introduced herself as a parent who has been in KPS from 2003-2017. She stated that she had been involved in the same school, Parkwood Upjohn, for 14 years and had seen it change significantly. Ms. Preston observed that paraprofessionals had disappeared, special programs had disappeared, and teachers had been asked to pick up the slack and subsidize supplies from their own pockets. She stated that three of her children had special needs. Ms. Preston explained that her youngest child had been a real challenge to teachers, who had none the less welcomed him into their classrooms. She noted that fewer students are going into the field of education as the job of teaching is much harder and paying less. Ms. Preston concluded by saying that KPS needs to live up to its promise and provide quality education so that our students will be college ready.

_Emily Duguay 132 Edgemoor, Kalamazoo_, introduced herself as a parent of Parkwood Upjohn students. She stated that education is only possible with qualified teachers. Ms. Duguay noted that KPS shouldn’t chip away at the morale of teachers, or the willingness of teachers to come back will be less. She noted that she would reconsider her options if she read that her schools were not fulfilling their part of their obligation. Ms. Duguay stated that there is always a solution and many options in Kalamazoo. She stated that priorities are out of line, and that a small amount of money is needed to pay step increases.

_Patrick Brent, 504 Inkster Avenue, Kalamazoo_, introduced himself as a parent of three children in KPS, whose background is business. He stated that it is important in business to maintain integrity and pride in the business. Mr. Brent noted that KPS needs to do the same and make good on its contract with the teachers. He spoke of his daughter’s special needs and that the teachers in KPS went above and beyond to support her individual circumstances. Mr. Brent stated that he is so inspired by KPS and that it is such a beacon of educational excellence in this country, not just in Michigan.

_Chris Deau, 1920 Paddington, Kalamazoo_, introduced himself as a father of a future KPS student and a proud husband of a KPS teacher. He explained that as a parent of a possible future KPS student he needs to base his decision on more than just the promise of free college tuition. Mr. Deau states that it would be such a waste if his child was not properly prepared for college. He noted that you prepare children by having highly qualified teachers and retain them by ensuring that they feel valued. Mr. Deau concluded by asking that KPS be on the side that values teachers and education and show how a successful educational model works.

_Jon Lehman, 3588 Canton Drive, Kalamazoo_, introduced himself as a proud 24-year teacher at KPS. He stated that he loves what he does and is here as a voice of reason. Mr. Lehman stated that new teachers choose a beginning low salary with a promise of annual increases. He noted that by KPS not giving them their steps, it shows that teachers are not valued and therefore have no reason for them to stay loyal to the district. Mr. Lehman concluded that we will forever be hiring
beginning teachers until they move to other districts because of no monetary incentive to stay in KPS.

Kerry Lacy, 28022 Weymouth Drive, Farmington Hills, MI, Mr. Lacey stated that he was inspired to come here because he had heard about the Promise. He stated that he believed KPS should only do business with people that believe in what KPS believes. Mr. Lacey suggested that KPS challenge its vendors, and if they believe in the Promise, they should be able to give something back.

Michelle Jack, 1713 Banbury, Kalamazoo, introduced herself as a parent of two Parkwood Upjohn students. She stated that she grew up near Detroit in a place much like Kalamazoo. Ms. Jack stated that the reason for her success was the fact that teachers cared for her and challenged her. She noted that the teachers at Parkwood Upjohn are amazing and care deeply about their families and communities. Ms. Jack concluded that we need to support our teachers. Without quality teachers and quality education, we may as well give up on the Promise.

Grace Muchmore, 440 Fairview Avenue, Kalamazoo reading a letter on behalf of Jennifer McFarland, 405 Edgemoor, Kalamazoo. Ms. McFarland wrote that she was disheartened to hear that KPS teachers may not receive their step increase this year. She wrote that her husband is a professor at WMU and knows the impact that quality education has in the community. Ms. McFarland stated that KPS cannot attract or keep teachers if it does not offer a competitive salary.

Amanda Miller, 34969 CR 652, Mattawan, introduced herself as the KEA President and stated that she wanted to thank everyone for supporting public education everywhere. Ms. Miller noted that she had received many stories from teachers who are anxious and concerned. She explained that she would prefer them to be able to focus on lesson plans, not on how to pay their rent. Ms. Miller noted that she was not aware of what KPS had done to reprioritize the budget to pay teacher steps. She stated that KEA members have given up many things year after year for salary increases. Ms. Miller concluded that she wants to make sure KPS makes the proper investment in education and its teachers.

Kathleen Robertson King, 212 Creston, Kalamazoo, reading on behalf of Marcy Larson, 920 Rose Street, Kalamazoo. Ms. Larson wrote that as a parent of a school-age child, she was disappointed that KPS doesn’t show value and respect to its teachers. She stated that she wanted teachers who loved teaching and can afford to stay in the district. Ms. Larson noted that teachers go above and beyond in long hours and purchasing supplies out of their own pockets. She noted that KPS had a healthy fund balance and had received a per pupil increase from the state. She concluded by asking that KPS please honor teacher step increases.

Lynne Konett, 3533 Old Colony, Kalamazoo, introduced herself as a parent of four former KPS students. Ms. Konett stated that three out of her four children had chosen to become teachers. She noted that because of their wonderful education and experience in KPS, it had inspired them to become educators. She also stated that her daughter, a fourth year teacher at Parkwood Upjohn, was looking forward to this step increase. Ms. Konett concluded by asking KPS to please not make them regret the decision to become teachers.

IX. Reports and Recommendations
A. Resolution to Set 2017 Tax Rates for Summer and Winter Taxes
   Deputy Superintendent Gary Start read the recommendation for the board to approve the resolution authorizing collection of 17.8704 non-homestead mills and 6.95 debt retirement
mills in the winter levy. He noted that the debt retirement millage rate had been incorporated into the 2017-18 KPS budget, and that it was the same rate as in 2016-17.

**MOTION:** Moved by Trustee McGlinn, supported by Trustee Herschleb, to approve the recommendation for setting 2017 tax rates for summer and winter taxes.

**Board discussion:**
Vice President McGlinn asked Mr. Start if this resolution was required by law. Mr. Start indicated that it was and that we would not do it otherwise

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

**B. Status of Negotiations with Kalamazoo Education Association (KEA)**
Deputy Superintendent Gary Start stated that he thought that it was important to provide the public with information regarding the negotiations with KEA as he had heard significant misinformation about what was actually happening at the negotiations table. He presented the following report.

**District Budget:**
- On June 29, 2017, the Board approved a 2017-18 district budget that included a 1.38% salary increase, to cover whatever base increases or step increases that could be affordable within that parameter by each bargaining group.
- That same night, the board approved contracts with all unions except the Kalamazoo Education Association. These contracts were within the 1.38% budgetary parameter.
- The three non-union groups have also been awarded salary adjustments within the 1.38% budgetary parameter.

**Contracts approved by the Board on June 29, 2017:**
- Food Service Employees Collective Bargaining Unit
- Food Service Managers Collective Bargaining Unit
- Home School Support Specialists/Home School Interventionists
- Kalamazoo County Education Association/Kalamazoo Behavioral Specialists
- Kalamazoo Public Schools Transportation Association
- Kalamazoo Support Professionals
- Service Employees International Union Local 586 (custodians)
- Teamsters Local 214 Maintenance
- UAW Local 2150 Administrators (Units I and II)

**Non-union groups awarded salary adjustments consistent with the 1.38% budgetary parameter:**
- Executive assistants
- Supervisory/technical employees
- Excluded administrators

**Revision in budget authority:**
- By necessity, many budget assumptions made in June are based on estimates.
- As actual information becomes available, we compare this information to budget estimates.
- During the week of August 7, our financial staff analyzed attrition savings and determined that they were greater than the original budget estimate. As a result, the
budget authority for employee salaries was increased from 1.38% to 1.88% without creating an imbalanced budget.

- This increase will ultimately result in adjustments for all employee groups.

Current district and association economic bargaining positions:

District proposal #1:
- Pay one-half of steps $719,574
- Add a mandatory mail rider to health insurance $ (76,078)
- Eliminate seven extra-duty high school team leader assignments $ (11,059)
- Pay a 0.882% base pay increase $ 559,176
- Net cost of alternative #1 $1,191,613
- Budget authority (1.88%) $1,191,893
- Under budget authority $ (280)

District proposal #2:
- Pay full step increase $1,439,148
- Add a mandatory mail rider to health insurance $ (76,078)
- Eliminate 7 extra duty high school team leader assignments $ (11,059)
- Eliminate the elementary planning time stipend $ (276,188)
- Pay a 0.183% base pay increase $ 116,019
- Net cost of alternative #2 $1,191,842
- Budget authority (1.88%) $1,191,893
- Under budget authority $ (51)

Association Proposal:
- Pay full step increase $1,439,148
- Add a mandatory mail rider to health insurance $ (76,078)
- Eliminate 7 extra duty high school team leader assignments $ (11,059)
- Increase the health savings account contribution $ 44,036
- Pay a 0.57% base pay increase $ 361,372
- Economic value of 3 fewer work days for association members $ 982,678
- Net cost of the association proposal $ 2,740,097
- Budget authority (1.88%) $ 1,191,893
- Over budget authority $ 1,548,204

Kalamazoo county school districts’ average teacher salaries

<table>
<thead>
<tr>
<th></th>
<th>2010-11</th>
<th>2015-16</th>
<th>% Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>KPS</td>
<td>$ 51,544</td>
<td>$ 56,745</td>
<td>10.09%</td>
</tr>
<tr>
<td>Vicksburg</td>
<td>$ 55,923</td>
<td>$ 58,743</td>
<td>5.04%</td>
</tr>
<tr>
<td>Portage</td>
<td>$ 60,745</td>
<td>$ 61,533</td>
<td>1.30%</td>
</tr>
<tr>
<td>Gull Lake</td>
<td>$ 56,340</td>
<td>$ 55,681</td>
<td>-1.17%</td>
</tr>
<tr>
<td>Parchment</td>
<td>$ 57,708</td>
<td>$ 56,579</td>
<td>-1.96%</td>
</tr>
<tr>
<td>Schoolcraft</td>
<td>$ 52,591</td>
<td>$ 51,012</td>
<td>-3.00%</td>
</tr>
<tr>
<td>Climax-Scotts</td>
<td>$ 44,268</td>
<td>$ 42,001</td>
<td>-5.12%</td>
</tr>
<tr>
<td>Galesburg-Augusta</td>
<td>$ 50,897</td>
<td>$ 46,098</td>
<td>-9.43%</td>
</tr>
<tr>
<td>Comstock</td>
<td>$ 53,639</td>
<td>$ 46,259</td>
<td>-13.76%</td>
</tr>
<tr>
<td>Average</td>
<td></td>
<td></td>
<td>-1.86%</td>
</tr>
</tbody>
</table>
Middle Cities Education Association (MCEA) school districts’ average teacher salaries

<table>
<thead>
<tr>
<th>District</th>
<th>2010-11</th>
<th>2015-16</th>
<th>% Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>KPS</td>
<td>$ 51,544</td>
<td>$ 56,745</td>
<td>10.09%</td>
</tr>
<tr>
<td>Benton Harbor</td>
<td>$ 43,228</td>
<td>$ 47,562</td>
<td>10.03%</td>
</tr>
<tr>
<td>Beecher</td>
<td>$ 44,977</td>
<td>$ 48,735</td>
<td>8.36%</td>
</tr>
<tr>
<td>Ferndale</td>
<td>$ 53,274</td>
<td>$ 57,052</td>
<td>7.09%</td>
</tr>
<tr>
<td>Southfield</td>
<td>$ 73,346</td>
<td>$ 76,052</td>
<td>3.69%</td>
</tr>
<tr>
<td>Waterford</td>
<td>$ 58,439</td>
<td>$ 59,918</td>
<td>2.53%</td>
</tr>
<tr>
<td>Mt. Pleasant</td>
<td>$ 49,180</td>
<td>$ 50,090</td>
<td>1.85%</td>
</tr>
<tr>
<td>Jackson</td>
<td>$ 62,916</td>
<td>$ 63,136</td>
<td>0.35%</td>
</tr>
<tr>
<td>Flint</td>
<td>$ 63,854</td>
<td>$ 63,497</td>
<td>-0.56%</td>
</tr>
<tr>
<td>Muskegon</td>
<td>$ 57,932</td>
<td>$ 57,168</td>
<td>-1.32%</td>
</tr>
<tr>
<td>Lansing</td>
<td>$ 63,353</td>
<td>$ 62,422</td>
<td>-1.47%</td>
</tr>
<tr>
<td>Grand Rapids</td>
<td>$ 56,124</td>
<td>$ 54,690</td>
<td>-2.56%</td>
</tr>
<tr>
<td>Bay City</td>
<td>$ 61,366</td>
<td>$ 59,659</td>
<td>-2.78%</td>
</tr>
<tr>
<td>Mt. Clemens</td>
<td>$ 67,683</td>
<td>$ 65,679</td>
<td>-2.96%</td>
</tr>
<tr>
<td>Monroe</td>
<td>$ 57,152</td>
<td>$ 54,873</td>
<td>-3.99%</td>
</tr>
<tr>
<td>Niles</td>
<td>$ 51,737</td>
<td>$ 49,334</td>
<td>-4.64%</td>
</tr>
<tr>
<td>Battle Creek</td>
<td>$ 53,975</td>
<td>$ 50,127</td>
<td>-7.13%</td>
</tr>
<tr>
<td>Saginaw</td>
<td>$ 56,092</td>
<td>$ 51,838</td>
<td>-7.58%</td>
</tr>
<tr>
<td>Wayne-Westland</td>
<td>$ 64,108</td>
<td>$ 58,522</td>
<td>-8.71%</td>
</tr>
<tr>
<td>Romulus</td>
<td>$ 69,082</td>
<td>$ 61,540</td>
<td>-10.92%</td>
</tr>
<tr>
<td>Port Huron</td>
<td>$ 69,050</td>
<td>$ 59,448</td>
<td>-13.91%</td>
</tr>
<tr>
<td>Garden City</td>
<td>$ 73,648</td>
<td>$ 62,985</td>
<td>-14.48%</td>
</tr>
<tr>
<td>Hazel Park</td>
<td>$ 68,216</td>
<td>$ 57,846</td>
<td>-15.20%</td>
</tr>
<tr>
<td>Dearborn</td>
<td>$ 74,029</td>
<td>$ 59,530</td>
<td>-19.59%</td>
</tr>
<tr>
<td>Ypsilanti</td>
<td>$ 61,520</td>
<td>$ 49,417</td>
<td>-19.67%</td>
</tr>
<tr>
<td>Albion</td>
<td>$ 53,080</td>
<td>$ 37,664</td>
<td>-29.04%</td>
</tr>
<tr>
<td>Westwood</td>
<td>$ 78,222</td>
<td>$ 54,197</td>
<td>-30.71%</td>
</tr>
<tr>
<td>Pontiac</td>
<td>$ 73,819</td>
<td>$ 40,328</td>
<td>-45.37%</td>
</tr>
<tr>
<td>Average</td>
<td>-</td>
<td>-</td>
<td>-8.23%</td>
</tr>
</tbody>
</table>

Mr. Start explained that you can see what is happening because of the lack of state funding. He advised that the average pay decrease was 8.23% for MCEA school districts, while KPS had a 10.09% increase. Mr. Start stated that he was very proud of these numbers because they indicate that KPS had made a sizable effort regarding teacher compensation. He explained that it was important for the community to see these numbers.

Kalamazoo’s teacher salary schedule compares favorably to other Kalamazoo County local school districts.

<table>
<thead>
<tr>
<th>2016-17 KPS Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>BA Salary Schedule</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>MA Salary Schedule</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>MA + 30 Salary Schedule</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>
Mr. Start stated that KPS maintains a fund balance that is fiscally responsible, but not excessive. He explained that KPS believes that maintaining an adequate fund balance is important; however, it is not necessary to have a disproportionately high fund balance. Mr. Start noted that some districts that have had large fund balances have made the mistake of using those funds to cover general fund expenses, and in doing so had run out of funds. He stated that KPS has the second lowest fund balance as a percentage of general fund expenses in Kalamazoo County.

### End-of-Year Fund Balance as a Percentage of Expenditures and Outgoing Transfers

<table>
<thead>
<tr>
<th>Year</th>
<th>Average Fund balance for Districts with 10,000-19,999 students</th>
<th>KPS Fund Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015-16</td>
<td>9.34%</td>
<td>8.80%</td>
</tr>
<tr>
<td>2015-16</td>
<td>Average fund balance for all Districts in Michigan</td>
<td>9.01%</td>
</tr>
</tbody>
</table>
The June 30, 2017 fund balance is expected to approximate the June 30, 2016 fund balance in dollars, with the percentage of expenditures and transfers decreasing from 8.8% to slightly less than 8.5%.

School districts, including KPS are heavily employee intensive.

Continued inadequate state revenue to local school districts has greatly restricted the ability of local districts to compensate employees. We need to change how the state funds districts.
State Revenue:

- Districts in the state of Michigan are heavily dependent on the state for revenue.
- In fact, eighty-seven (87) percent of our budgetary general fund revenue is generated through the school aid act.
- The most significant source of budgetary general fund revenue is a per student foundation allowance.
- The state legislature’s increases in the foundation allowance of the last 12 years have not come close to keeping up with inflation. The graph below notes that while the per student foundation allowance grew by only 2.59% from 2005-06 to 2016-17, inflation grew by 22.26% during the same period.

Board discussion:
Trustee McGlinn asked for an explanation for the difference in salary amounts listed on the Middle Cities table.

Mr. Start stated that KPS is fortunate that staff have not been laid off; in fact, KPS is hiring. He explained that new teachers begin at the lower end of the salary schedule, which brings down the average salary. Mr. Start pointed out that there were large pay decreases in some of the other Middle Cities districts, and noted that it is not as common for districts to pay step increases anymore.

Trustee McGlinn requested clarification on the fund balance and asked if the reason those funds could not be used for payroll was because KPS would not be able to maintain its financial stability.
Mr. Start stated that districts get into financial difficulties when fund balances are used for recurring expenses, such as payroll. He explained that if you start using the fund balance for recurring expenditures, it is like taking out a mortgage and paying each month from your savings account. Eventually the money will run out because it is not being replenished.

Trustee Greschak noted that the slide showing the difference between inflation and state per pupil foundation revenue was an eye opener. He explained that the state legislature had severely decreased public education funding in 2010, and then little by little the state was increasing the per pupil foundation; however, public school districts still had not gotten back to what had been cut by the state. Mr. Greschak advised that the issue of funding of public education, which would include employee salaries, was an issue that needed to be taken to the Michigan legislature to improve how public education is funded.

Trustee McGlinn noted that when KPS and the board had set a budget amount for employee pay increases, it was for all employees, not just teachers.

Mr. Start explained that KPS had budgeted the same percentage increases for all employees for some years because it believes that is the fairest way of allocating any pay increases. He stated that KPS would like to offer higher increases in pay to all of its employees; however, KPS cannot offer more than it can afford.

Trustee Freedman stated that she was concerned that we talk about the economic health of the district and not the academic health of the district. She noted that this evening’s speakers were really speaking to the academic health. Dr. Freedman stated that she was torn, but also understood the KPS fund balance and budget. She stated that she had not realized that the percentage increase had not been on top of step increases, and was taken aback that the step increases were not included. Dr. Freedman noted that research clearly showed that teachers are the single most important factor in the academic success and achievement of children. She thanked everyone for attending and expressed her hope that the negotiations between KPS and KEA would move forward. Dr. Freedman stated that she recognized that teachers were an integral part in the quality of our children’s lives.

**Other Business**
None.

**XI. Comments by Trustees**

*Trustee Hill* stated that she was very moved by the teachers and parents in attendance and that she echoed what Trustee Dr. Freedman had said.

*Trustee Sholler-Barber* stated that she had taught for 33 years and that the concerns expressed this evening had not fallen on deaf ears. She explained that teaching was a passion in her life. Ms. Sholler-Barber stated that she was appalled at the small number of students entering education at higher institutions. She explained that public education is not being funded properly by the state of Michigan and that everyone needs to tell their legislators to fund public education because our children deserve it. Ms. Sholler-Barber noted that she comes from a family of educators and applauded parents and staff for attending the meeting and standing up for the profession. She stated that teaching is the most honorable profession. Ms. Sholler-Barber concluded that KPS administration and the board trustees hoped that the negotiations with KEA would come to an amicable resolution.
Ms. Sholler-Barber stated that KPS has over 200 community partners, and took the opportunity to thank a few of them:

- First Day Shoe Fund had distributed over 4,000 pairs of shoes.
- Family Health Center had distributed backpacks and shoes.
- United Way of the Battle Creek and Kalamazoo Region had sponsored a big back-to-school kick-off.

Ms. Sholler-Barber thanked summer school staff and those who had worked at the KPS open libraries throughout the summer. She wished coaches and athletes good luck in their upcoming seasons.

**Comments by the Superintendent**
Dr. Rice thanked all who had attended and spoken to the board this evening. He noted that KPS and KEA would be negotiating on August 19, 24, and 25, and expressed his hope that there would be resolution during those negotiations.

**XII. Closed Session**
President Sholler-Barber did not ask for a motion to move into closed session and adjourned the meeting at 8:58 p.m.

**XIII.** President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, August 31, 2017 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
I. Call to Order
President Patti Sholler-Barber called the August 31, 2017 regular Board of Education meeting to order at 7:04 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, and Patti Sholler-Barber. Absent: Carol McGlinn. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following students:
- Greenwood Elementary School turn-around students: Ladarius Jones, kindergarten; Roman Gibson, first grade; and Autumn Redeemar, first grade.
- Lincoln International Studies School turn-around students: Shakira Bailey, third grade; and Honriaja Trotman, fourth grade. Also recognized, but unable to attend, were Darquis Davis and DeAnthony Hooper, kindergarten; and Keith Goodman, second grade.

Also in attendance and introduced by Mr. Lee were 2016-2017 Greenwood Elementary School Principal Joletta Drake and Lincoln International Studies School Principal Linda Howard. The students’ parents, family, and friends in the audience were also recognized.

V. School Reports/Committee Reports
Committee Reports
None.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period August 18, 2017 through August 31, 2017. (File #4.)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. August 17, 2017 Regular Meeting Minutes and VII.C. Personnel Changes.

MOTION: Implied to approve the Consent Calendar as presented.

Board Discussion: None

Disposition: Voice vote: motion carried, 6-yes, 0-no, 0-abstentions.
VIII. Persons Requesting to Address the Board

President Patti Sholler-Barber read the public participation guidelines into the minutes:

According to Board Policy 1.2, speakers should each begin their comments by stating their name, address, and connection to/interest in the Kalamazoo Public Schools and, if applicable, the organization that they represent.

Speakers should be courteous and professional. The chairperson of this meeting may terminate public comments that are profane, vulgar, or defamatory. Speakers should refrain from identifying individuals when offering criticism.

Speakers have three minutes each and must stop speaking promptly when signaled.

Speakers may not address confidential student or personnel matters, but may submit such concerns to the board in writing.

Speakers are reminded that the board will not respond to public comments, but that the administration may or may not follow up with the speakers at some point regarding speaker comments.

Lois James Fisher, 4368 Foxwood Trail, Portage, introduced herself as a former KPS teacher for 13 years. She noted that she had been a building representative and president of KEA who had served on several negotiating teams. Ms. Fisher stated that a step increase was designed to increase respect and value of KPS teachers. She stated that KPS cannot retain qualified teachers if they are not paid a fair salary.

Rebecca LaDuca, 824 Newgate Road, Kalamazoo, introduced herself as a parent of four children. Ms. LaDuca applauded the step increase approved by KPS. She stated that a promise to our children is meaningless without the investment in KPS teachers. Ms. LaDuca thanked the board trustees for their service.

Corina Parish, 1914 Chevy Chase Blvd, Kalamazoo, asked how KPS was going to ensure the well-being of students’ safety in KPS. She noted that with the new Michigan law supporting restorative justice, she hoped that KPS would improve ways of disciplining and supporting our students. Ms. Parish stated that KPS students deserve to be inspired and open to opportunity in life.

Sarah Parish 1755 Black Tail Lane, Woodland, Washington, introduced herself as a former resident of Kalamazoo. Ms. Parish shared information about Uriah Upjohn, W.E. Upjohn’s father, and Uriah Upjohn’s connection to and involvement with the Underground Railroad in Richland, Michigan. She considered this history to be very important to our students in KPS. Ms. Parish thanked the board trustees for all they do for the students in KPS.

IX. Reports and Recommendations

A. Approval of Settlement Agreement

Dr. Rice read the recommendation for the board to approve the resolution authorizing the settlement agreement. Trustee Greschak read the settlement agreement into the record:
WHEREAS, the parties to the above-referenced action (the “lawsuit”), currently pending in the Michigan Court of Claims (Hon. Cynthia D. Stephens presiding), wish at this time to enter into this settlement agreement;

WHEREAS, the parties agreed to enter into a Partnership Agreement in lieu of school closures;

WHEREAS, the Governor of the State of Michigan issued Executive Order 2017-5 on June 30, 2017, which transferred the School Reform Office and all functions of that office back to the Michigan Department of Education;

WHEREAS, the parties do not concede or waive their respective positions or arguments on the legal merits of the claims or defenses raised in the lawsuit;

WHEREAS, the parties agree that the final agreement and resolution of the lawsuit are contingent upon the Kalamazoo Public Schools Board of Education approving this settlement agreement at a duly convened meeting of the Board of Education on or before August 31, 2017 in compliance with the Open Meetings Act (hereafter referred to as “Contingency 1”);

WHEREAS, the parties agree that final agreement and resolution of the lawsuit are also contingent upon the Michigan Legislature and/or the Governor of the State of Michigan not altering or otherwise acting to render unenforceable Executive Order 2017-5 signed by Governor Richard D. Snyder on June 30, 2017 before the Effective Date of Executive Order 2017-5 (hereafter referred to as “Contingency 2”);

WHEREAS, if either Contingency 1 or Contingency 2 is not satisfied, the parties agree that the lawsuit will be placed back on the Court’s docket for final determination on the merits of the claims and defenses asserted therein;

THEREFORE, in the interest of resolving all current disputes between the parties, as alleged in the Complaint, the parties agree to the following terms:

1. Kalamazoo Public Schools shall dismiss their Complaint in the litigation, including all claims and arguments asserted therein, without prejudice;

2. The parties agree that Executive Order 2017-5, signed by Governor Richard D. Snyder on June 30, 2017, shall apply to the Partnership Agreement, the terms and conditions of which shall remain unaltered and in full force and effect.

Board discussion:
Ms. Sholler-Barber stated that she wanted to thank the board for protecting students. She noted that there is always a benefit to help from the state; however, closing schools is not the way to help our students or improve our schools.

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

Dr. Rice stated that this was a community victory. He noted that it was with the strong support of our Board of Education, which was very courageous, but also the parents of Kalamazoo and Saginaw who stood strong. Dr. Rice wanted to thank the parent plaintiffs, board, and school community both internal and external, for standing firm in this effort.
B. Approval of Employee Association Contractual Agreement

Deputy Superintendent Start read the recommendation for the BOE to approve the Employee Association Contractual Agreement:

It is recommended that the Board of Trustees approve a one-year (2017-2018) contractual agreement between Kalamazoo Public Schools (KPS) and the Kalamazoo Education Association (KEA).

The members of this employee group provide very important services to our students, families, and school personnel.

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

Mr. Start stated that this negotiation had been extremely complicated. He noted that the state of Michigan continues to fund inadequately public school districts across the state. Mr. Start stated that both bargaining teams had worked very hard to come up with an agreement. He concluded that he hoped for better revenue from the state in the future.

**MOTION:**
Moved by Trustee Freedman, supported by Trustee Greschak, to approve the Recommendation for Approval of Employee Association Contractual Agreement

**Board Discussion:**
Mr. Greschek asked if this agreement included a full step for KEA members. Mr. Start stated that the contract did include a full step.

Dr. Freedman echoed Mr. Start’s thank you to both of the negotiating teams. She stated that negotiating was hard work and that she appreciated that KEA and KPS were able to come to an agreement.

Ms. Sholler-Barber stated that she wanted to thank everyone who had worked so hard during this negotiation and that the contract was a great example of how negotiations do work. She also noted how important it is to keep talking and communicating with each other. Ms. Sholler-Barber stated that KPS is all about our children and their achievement. She noted that KPS had cut over $32 million since 1999. Ms. Sholler-Barber asked Mr. Start, if KPS revenue from the state had kept pace with inflation.

Mr. Start stated that KPS revenue had not kept pace with inflation that, since 2006, KPS had lost 20% of its buying power to inflation. He noted that you have to keep up with inflation or you have to cut your budget. Mr. Start stated that KPS and other districts were still adversely affected by these cuts.

Ms. Sholler-Barber asked that parents continue to contact Lansing and our elected officials to request that they properly fund public school districts.

**Disposition:** Voice vote: motion carried, 5-yes, 0-no, 1-abstention.
B. Report on M-STEP Results 2016-2017

Dr. Rice stated that he thought it was important to provide the public with the following report on the M-STEP results:

Dr. Rice stated that on all state tests but one, no more than 50% of the children in the state of Michigan are deemed to be proficient. Dr. Rice noted that the KPS student population is about 50% poorer than the state as a whole. He also stated socioeconomic status and academic achievement tend to be highly correlated, all else being completely equal. Dr. Rice stated that it is not that you cannot change that dynamic; however, it takes a lot to bend the impact of what children bring to school. He noted that KPS has children for 1,098 hours, about one-eighth of the year, while the community has children the other seven-eighths. For this reason alone among many others, school-community partnerships are important.

Dr. Rice noted to watch the changes between KPS and the state.

<table>
<thead>
<tr>
<th>M-STEP Grade 3 English Language Arts</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Proficient</td>
</tr>
<tr>
<td>KPS</td>
</tr>
<tr>
<td>State</td>
</tr>
<tr>
<td>Gap</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>M-STEP Grade 4 English Language Arts</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Proficient</td>
</tr>
<tr>
<td>KPS</td>
</tr>
<tr>
<td>State</td>
</tr>
<tr>
<td>Gap</td>
</tr>
</tbody>
</table>
### M-STEP Grade 5 English Language Arts

<table>
<thead>
<tr>
<th>% Proficient</th>
<th>2016</th>
<th>2017</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>KPS</td>
<td>39</td>
<td>45</td>
<td>6</td>
</tr>
<tr>
<td>State</td>
<td>51</td>
<td>51</td>
<td>0</td>
</tr>
<tr>
<td>Gap</td>
<td>(12)</td>
<td>(6)</td>
<td>6</td>
</tr>
</tbody>
</table>

### M-STEP Grade 6 English Language Arts

<table>
<thead>
<tr>
<th>% Proficient</th>
<th>2016</th>
<th>2017</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>KPS</td>
<td>32</td>
<td>32</td>
<td>0</td>
</tr>
<tr>
<td>State</td>
<td>45</td>
<td>44</td>
<td>(1)</td>
</tr>
<tr>
<td>Gap</td>
<td>(13)</td>
<td>(12)</td>
<td>1</td>
</tr>
</tbody>
</table>

### M-STEP Grade 7 English Language Arts

<table>
<thead>
<tr>
<th>% Proficient</th>
<th>2016</th>
<th>2017</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>KPS</td>
<td>38</td>
<td>34</td>
<td>(4)</td>
</tr>
<tr>
<td>State</td>
<td>47</td>
<td>45</td>
<td>(2)</td>
</tr>
<tr>
<td>Gap</td>
<td>(9)</td>
<td>(11)</td>
<td>(2)</td>
</tr>
</tbody>
</table>

### M-STEP Grade 8 English Language Arts

<table>
<thead>
<tr>
<th>% Proficient</th>
<th>2016</th>
<th>2017</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>KPS</td>
<td>35</td>
<td>39</td>
<td>4</td>
</tr>
<tr>
<td>State</td>
<td>49</td>
<td>48</td>
<td>(1)</td>
</tr>
<tr>
<td>Gap</td>
<td>(14)</td>
<td>(9)</td>
<td>5</td>
</tr>
</tbody>
</table>
### M-STEP Grade 3 Mathematics

<table>
<thead>
<tr>
<th>% Proficient</th>
<th>2016</th>
<th>2017</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>KPS</td>
<td>33</td>
<td>39</td>
<td>6</td>
</tr>
<tr>
<td>State</td>
<td>45</td>
<td>47</td>
<td>2</td>
</tr>
<tr>
<td>Gap</td>
<td>(12)</td>
<td>(8)</td>
<td>4</td>
</tr>
</tbody>
</table>

### M-STEP Grade 4 Mathematics

<table>
<thead>
<tr>
<th>% Proficient</th>
<th>2016</th>
<th>2017</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>KPS</td>
<td>33</td>
<td>33</td>
<td>0</td>
</tr>
<tr>
<td>State</td>
<td>44</td>
<td>42</td>
<td>(2)</td>
</tr>
<tr>
<td>Gap</td>
<td>(11)</td>
<td>(9)</td>
<td>2</td>
</tr>
</tbody>
</table>

### M-STEP Grade 5 Mathematics

<table>
<thead>
<tr>
<th>% Proficient</th>
<th>2016</th>
<th>2017</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>KPS</td>
<td>25</td>
<td>27</td>
<td>2</td>
</tr>
<tr>
<td>State</td>
<td>34</td>
<td>35</td>
<td>1</td>
</tr>
<tr>
<td>Gap</td>
<td>(9)</td>
<td>(8)</td>
<td>1</td>
</tr>
</tbody>
</table>

### M-STEP Grade 6 Mathematics

<table>
<thead>
<tr>
<th>% Proficient</th>
<th>2016</th>
<th>2017</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>KPS</td>
<td>21</td>
<td>24</td>
<td>3</td>
</tr>
<tr>
<td>State</td>
<td>33</td>
<td>34</td>
<td>1</td>
</tr>
<tr>
<td>Gap</td>
<td>(12)</td>
<td>(10)</td>
<td>2</td>
</tr>
</tbody>
</table>

### M-STEP Grade 7 Mathematics

<table>
<thead>
<tr>
<th>% Proficient</th>
<th>2016</th>
<th>2017</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>KPS</td>
<td>21</td>
<td>23</td>
<td>2</td>
</tr>
<tr>
<td>State</td>
<td>35</td>
<td>36</td>
<td>1</td>
</tr>
<tr>
<td>Gap</td>
<td>(14)</td>
<td>(13)</td>
<td>1</td>
</tr>
</tbody>
</table>
Dr. Rice stated that KPS is narrowing the gap with the state. He also noted that KPS is more socio-economically challenged than the state. Dr. Rice stated that narrowing the gap with the state was a tribute to the work that KPS is doing in KPS classrooms, with KPS teachers, KPS students, KPS administrators, instructional coaches, and support staff. Dr. Rice added that this increase in proficiency also includes KPS community organizations, parents, grandparents, KPS board, and administration, with the work they are doing in support of children and KPS staff.

Ms. Hill asked how long KPS had administered the M-STEP.

Dr. Rice stated that KPS had been administering the M-STEP for the past three years. He noted that previously, the state had administered the MEAP.

Ms. Sholler-Barber asked what KPS was doing to help students with the challenge in math.

Dr. Rice noted that KPS had expanded the number of math coaches in the district. He also stated that KPS had been working on lower order math skills as a foundation. He stated that this was not a substitute to higher order math skills, but rather in addition to the higher math skills. KPS sees the mental math as foundational. Dr. Rice noted that often students work on math with calculators relatively early in their lives. He stated that if students are expected to do three-or four-step problems young, and get tripped up on lower order math, students can end up in an infinite math loop on that first step. Dr. Rice noted that if students know that first step, they are on to the second step with some measure of confidence. He also stated that the Board of Education had approved a
new K-5 math series. KPS had received those materials and had begun professional development this week.

Ms. Sholler-Barber echoed the tribute to the teachers in the classroom. She noted that this speaks to an even and dedicated process. Ms. Sholler-Barber stated that as you move up steadily, you gain more stability.

Dr. Rice stated that KPS had begun to have teachers specialize in upper elementary. He noted that the real value to this direction is that you narrow and deepen teachers’ expertise and focus on individual children and their strengths and weaknesses.

Mr. Greschak noted that the M-STEP is a measurement of proficiency. He stated that if a person is unfamiliar with education, he or she may look at this information and think that KPS is not doing well. Mr. Greschak noted that in his experience as a parent we are doing well. He asked Dr. Rice to explain what proficiency means?

Dr. Rice stated that across the country there has been an effort to establish greater rigor in state standards. He noted that we are cold to high stakes testing, and cold to higher expectations in the absence of additional resources at the local school district level to address those higher expectations. Dr. Rice stated that he began this presentation by noting that in only one grade and one subject area in the entire state are students at 50+ % proficient. He noted that these results speak to the challenge of the tests, the relative sparseness of the resources, and the challenge of the task at hand. Dr. Rice stated that these are very different assessments than KPS and other districts in the state had had in the past in mathematics. He also stated that the foundation had to be much stronger, much earlier. Dr. Rice noted that there are many different notions of math proficiency. Many people feel the state expectations are excessive, especially at the younger grade level. He stated that the percentage statewide at or above proficiency make you wonder if this is true.

Ms. Sholler-Barber asked if KPS uses M-STEP results as a measure of how KPS is achieving.

Dr. Rice stated that we do use M-STEP as a measure of achievement. He stated that he absolutely believes that KPS is up to improving on a consistent basis. Dr. Rice noted that he still questions the complexity of the tests.

X. Other Business
None.

XI. Comments by Trustees
Ms. Hill thanked everyone for all of the work to settle the contract. She noted that she has a family member that is a teacher with KPS and that is why she had abstained from the vote. Ms. Hill visited Woods Lake Elementary School’s social event and everyone was having a lot of fun. She advised that she had also attended the Culturally Responsive Education training offered to all teachers. Ms. Hill wanted to welcome everyone back to school this year.

Dr. Freedman echoed Ms. Hill in welcoming everyone. She stated that she had been able to attend several meet and greet celebrations at several elementary schools. Dr. Freedman stated that she thought KPS was off to a great start.

Ms. Harrison stated that she had also been able to attend some meet and greet celebrations. She noted that it had been 30 years since she had visited Woods Lake Elementary School where she
had been a student. Ms. Harrison stated that she was very excited about the new school year. She thanked all of the people that had worked on negotiations.

Ms. Sholler-Barber noted that she had enjoyed several school meet and greets. Ms. Sholler-Barber stated that she had also attended the Culturally Responsive Education training. She wished good luck to all the athletic teams and their school bands. Ms. Sholler-Barber encouraged parents to support their student-athletes by attending events at all of the high schools. She encouraged parents to please send their children to school. Ms. Sholler-Barber echoed the sentiments that negotiations had worked out.

Dr. Rice encouraged parents to register their children for school. He noted that parents can come to the administration building at 1220 Howard Street to register students or call 269-337-0161. Dr. Rice stated that you can also call 269-337-0095 to enroll your child in the Pre-Kindergarten Early Education Program (PEEP).

Ms. Sholler-Barber stated that there would be celebrity greeters at all KPS schools on September 5. She noted that student attendance on the first day was wonderful and exciting; however, attendance on the following days is just as important.

Comments by the Superintendent
Dr. Rice thanked both KEA and KPS bargaining teams. He thanked all 421 adult mentors who had mentored 1,696 students in 2016-2017 in 6,830 weekly mentoring sessions. Dr. Rice noted that this program was going to grow and that the hope was to mentor more than 2,000 students this year. He stated that people could call 269-337-0123 if they wanted to mentor a student.

Dr. Rice advised that he had participated in the Northeastern back-to-school extravaganza and had enjoyed participating in the dunk tank with Pastor Harris and Mr. Hawkins. He stated that his favorite day of the year was the first day of school, September 5th this year. Dr. Rice noted that everyone needed to be at school on the first day. He stated that you should not take a day off when preparing for your future. Dr. Rice said that he looks forward to seeing the celebrity greeters as well as 13,000 young people on Tuesday, September 5th.

XII. Closed Session
President Sholler-Barber did not call for a closed session, and adjourned the meeting at 7:59 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, September 14, 2017 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
I. **Call to Order**
President Patti Sholler-Barber called the September 14, 2017 regular Board of Education meeting to order at 7:05 p.m. in the Board Room of the Administration Building, 1220 Howard Street. Ms. Sholler-Barber asked for a moment of silence for the five KPS children that had died recently in a car accident: Deztanee Cobb, Cortavion Murphy, Elexus Hillsman, JaQurius Hegler, and Marshawn Williams.

II. **Pledge of Allegiance**
The Pledge of Allegiance was recited.

III. **Attendance**
Board members present: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Carol McGlinn, and Patti Sholler-Barber. Absent: Jennie Hill. Superintendent Dr. Michael F. Rice was also present.

IV. **Announcements and Recognitions**
Executive Director of Communications Alex Lee recognized the following students: Arcadia Elementary School 2017 Kalamazoo Public Library’s Global Reading District Challenge winners: Layla Adams, Kimyah Babineaux, Giuliana Bush, Aaron Hale, Nevin Kelley, Miriam Mughazy, and Makiyah Williams, fourth grade.

Also in attendance and introduced by Mr. Lee were Arcadia Elementary School Principal Greg Socha and Teacher/Coach Kelly Dopheide. The students’ parents and family members in the audience were also recognized.

V. **School Reports/Committee Reports**

**Committee Reports**
President Patti Sholler-Barber announced that the 2017-2018 board committees were in place and had a busy schedule for the year. The committees are:

<table>
<thead>
<tr>
<th>Operations Committee</th>
<th>Curriculum Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ken Greschak, chairperson</td>
<td>Carol McGlinn, chairperson</td>
</tr>
<tr>
<td>Patti Sholler-Barber</td>
<td>Patti Sholler-Barber</td>
</tr>
<tr>
<td>TiAnna Harrison</td>
<td>Dr. Lauren Freedman</td>
</tr>
<tr>
<td>First Meeting: September 26</td>
<td>First Meeting: September 13</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Evaluation/Accountability Committee</th>
<th>Policy Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jennie Hill, chairperson</td>
<td>Craig Herschleb, chairperson</td>
</tr>
<tr>
<td>TiAnna Harrison</td>
<td>Jennie Hill</td>
</tr>
<tr>
<td>Carol McGlinn</td>
<td>Ken Greschak</td>
</tr>
<tr>
<td>First Meeting: September 18</td>
<td>First Meeting: September 26</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Communities in Schools of Kalamazoo</th>
<th>Teaching and Learning Council</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carol McGlinn</td>
<td>Patti Sholler-Barber</td>
</tr>
<tr>
<td>Patti Sholler-Barber</td>
<td>First Meeting: October 5</td>
</tr>
<tr>
<td>First Meeting: September 22</td>
<td></td>
</tr>
</tbody>
</table>
Curriculum Committee – Carol McGlinn, chair, reported that the committee had met on September 13, 2017. She noted that the committee had brainstormed many items of interest for this school year, particularly curriculum quick guides. She stated that these guides were created to provide a quick look at the curriculum to aid teachers in lesson planning.

School Reports
None.

VI. Correspondence
Trustee Harrison reviewed the correspondence received for the period of September 1, 2017 through September 14, 2017 (File #5).

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. August 31, 2017 Regular Meeting Minutes and VII.C Personnel Changes.

MOTION: Implied to approve the Consent Calendar as presented.

Board Discussion: None

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

VIII. Persons Requesting to Address the Board
President Sholler-Barber shared the public participation guidelines:

According to Board Policy 1.2, speakers should each begin their comments by stating their name, address, and connection to/interest in the Kalamazoo Public Schools and, if applicable, the organization that they represent.

Speakers should be courteous and professional. The chairperson of this meeting may terminate public comments that are profane, vulgar, or defamatory. Speakers should refrain from identifying individuals when offering criticism.

Speakers have three minutes each and must stop speaking promptly when signaled.

Speakers may not address confidential student or personnel matters, but may submit such concerns to the board in writing.

Speakers are reminded that the board will not respond to public comments, but that the administration may or may not follow up with the speakers at some point regarding speaker comments.

Erik Pye, 453 Eggleston, Kalamazoo, introduced himself as a parent of two KPS students. He stated that he was here in attendance on behalf of his wife, Alessandra Pye, who was home ill. Mr. Pye read a statement written by his wife. In the letter, Ms. Pye noted her concern about President Trump’s decision to rescind the Deferred Action for Childhood Arrivals (DACA) program. She stated that as a therapist, this recent decision had caused a great deal of concern and worry in many
KPS students. Ms. Pye noted that Dr. Rice had approached with the KPS leadership team the importance of a welcoming environment for all students and families, and commended him for that action. She stated that she would like to see KPS make a public announcement on its stance regarding DACA.

IX. Reports and Recommendations
None.

X. Other Business
None.

XI. Comments by Trustees
Ms. Sholler-Barber thanked all of the celebrity greeters who had helped to welcome KPS students on the first day of school. She also thanked Mr. Lee for organizing this event. Ms. Sholler-Barber thanked those who had come to Edison Environmental Science Academy, including Vice Mayor Don Cooney, and members of the Kalamazoo Department of Public Safety. She encouraged the community to continue to support KPS students in their many activities. Ms. Sholler-Barber noted that she had attended the Loy Norrix High School and Kalamazoo Central High School football game, which had been a lot of fun. She thanked the KPS security, supervisors, and administrators for making this event truly remarkable. Ms. Sholler-Barber stated that school open houses were coming up and that these were a great opportunity to get to know your students’ teachers and building staff. She urged parents to send their children to school every day.

Dr. Rice encouraged parents to register their students for school. He indicated that there was still some availability in KPS schools and that parents could call 269-337-0161 to enroll their students. Dr. Rice stated that enrolling students in KPS would be an investment in their futures. He noted that students can earn eligibility for the Kalamazoo Promise, which could mean as much as $60,000-$70,000 in college tuition. Dr. Rice stated that parents could also call 269-337-0095 to enroll a child in the Pre-Kindergarten Early Education Program (PEEP). He noted that KPS would welcome children and help them get ready for Promise eligibility.

Ms. Sholler-Barber encouraged parents to keep sending their children to school and that daily attendance must be a priority. She noted that KPS is grieving as a school community because of the recent deaths of five KPS students, and that KPS families and staff were slowly moving forward. Ms. Sholler-Barber noted that the last funeral was not until September 23, and that the sadness would continue for some time. She offered her condolences to KPS staff, families, friends, and students.

Comments by the Superintendent
Dr. Rice stated that KPS was off to a strong start in many ways. He noted that KPS had experienced rising graduation numbers and had increased reading and math achievement. Dr. Rice stated that KPS had open slots at Loy Norrix, Kalamazoo Central, and Phoenix High Schools. He strongly recommended Phoenix and Kalamazoo Innovative Learning Program (KILP) in addition to Kalamazoo Central or Loy Norrix. Dr. Rice encouraged parents to call 337-0161 to enroll their students in either Phoenix or KILP. He noted that KPS had a new attendance program this year. Dr. Rice stated that magnets were being sent home with all KPS elementary students to help track the number of days children aren’t in school. He noted that when it comes to attendance, KPS asks that children be in school the maximum amount of time.

Dr. Rice stated that the recent threat to the Deferred Action for Childhood Arrivals (DACA) program is an outrage and that Congress needs to act on this moral and legal commitment.
Dr. Rice noted that the loss of five students on September 2 this year had been a tragedy for Kalamazoo. The sadness was compounded by the fact that we lost three students at virtually the same time last year. Collectively, the losses have been a significant weight on a grieving community. In addition to Deztanee Cobb, whose funeral was Saturday, September 9, at Mr. Zion Baptist Church, Dr. Rice noted the upcoming funerals:

- Cortavion Murphy, Friday September 15, 2017, Mr. Zion Baptist Church, 120 Roberson Street, Kalamazoo, 3:00-4:00 p.m. Visitation, 4:00 p.m. Funeral.
- Elexus Hillsman, Saturday September 16, 2017, Mt. Zion Baptist Church, 120 Roberson Street, Kalamazoo, 10:00-11:00 a.m. Family hour, 11:00 a.m. Homegoing Service.
- JaQurius Hegler, Saturday, September 16, 2017, Second Baptist Church, 609 North Rose Street, Kalamazoo, 3:00-4:00 Family hour, 4:00 Funeral.
- Marshawn Williams, Saturday, September 23, 2017, Mt. Zion Baptist Church, 120 Roberson, Kalamazoo, 11:00-12:00 p.m. Family hour, 12:00 p.m. Funeral.

Dr. Rice stated that these deaths are a reminder of the fragility of life and the challenges that we face every day. He noted that KPS appreciated all of the staff members and board members that were caring for students. Dr. Rice stated that he had attended a beautiful community prayer service yesterday at Mt. Zion Baptist Church where Rev. Dr. Addis Moore had kindly led the community in providing support for our grieving children and families. Dr. Rice advised that the families feel a great deal of support from their community. Dr. Rice stated that this was not what we would wish for at any time, but that he was glad that he lived in Kalamazoo because it is a very strong and caring community.

XII. Closed Session
President Sholler-Barber did not call for a closed session, and adjourned the meeting at 7:29 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, September 28, 2017 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
I. **Call to Order**
President Patti Sholler-Barber called the September 28, 2017 regular Board of Education meeting to order at 7:02 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: Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Absent: Dr. Lauren Freedman. Superintendent Dr. Michael F. Rice was also present.

IV. **Announcements and Recognitions**
Executive Director of Communications Alex Lee presented the following students:
Lincoln International Studies School 2017 Math-A-Lon winners: Jayden Freeman and Aaliyah Williams, fourth grade; Anaesia Foster, Aniya Foster, and Chaneyl Savage, fifth grade; Naliyah Hayes, sixth grade, Milwood Middle School; and Ciara Smith, sixth grade, Hillside Middle School.

Also recognized, but unable to attend: James Brown Jr., fourth grade, Lincoln International Studies School; Alexa Vega, fifth grade, Lincoln International Studies School; Natasha Vega, sixth grade, Maple St. Magnet School for the Arts; and Victoria Williams, sixth grade, Hillside Middle School.

Lincoln International Studies School principal Linda Howard was in attendance and introduced. The students’ teachers, parents, and family members in the audience were also recognized.

Dr. Rice introduced the following new administrators: Sylvia Washington, Principal of Greenwood Elementary School, and Natalie Wilson, Principal of El Sol Elementary School.

Dr. Rice presented a check from the College Football Playoff Foundation for $5,000. He stated that this check had been given to Board President Sholler-Barber on September 23 at a Western Michigan University football game. Dr. Rice noted that KPS had been given this check as part of a grant program to help support literacy at Washington Writers’ Academy and The Woodward School for Technology and Research. Patti Sholler-Barber thanked Kathy Beauregard, athletic director at Western Michigan University, and her staff for the wonderful evening. She also thanked Western Michigan University and the College Football Playoff Foundation for the generous donation for two KPS elementary schools.

V. **School Reports/Committee Reports**

**Committee Reports**
Operations Committee – *Ken Greschak, chair*, stated that the committee had met on September 26. He noted that the district auditor had shared details of the preliminary draft of the annual financial report with the committee. Trustee Greschak stated that the committee had also discussed the possibility of an upcoming bond. He explained that to the best of its ability, the district was trying to avoid scheduling extracurricular events not simply on Sundays and on Christmas, but also
on the last day of Ramadan, the first day of Rosh Hashanah, and Yom Kippur.

Evaluation & Accountability Committee – Jennie Hill, chair, reported that the committee had met on September 18. Trustee Hill stated that Dr. Rice had updated the committee on the partnership with the state pertaining to The Woodward School of Technology and Research and Washington Writers’ Academy. Assistant Superintendent for Teaching and Learning Services Cindy Green and Director of School Improvement, Title I, and Assessment, Ms. Dodie Raycraft shared the timeline of that partnership, staff progress notes, and evaluations. Ms. Hill stated that they had brainstormed on future discussion ideas and next year’s superintendent evaluation.

Policy Committee – Craig Herschleb, chair, stated that the committee had met on September 26, 2017. Trustee Herschleb stated that the committee brainstormed topics for the school year. He stated that the committee approved policy 3.14 on Wellness and Nutrition for the first read at tonight’s board meeting.

Communities in Schools of Kalamazoo (CISK) – Carol McGlinn, representative, reported that the committee had met on September 22. She stated that it was the first CISK board meeting of the year. Trustee McGlinn thanked Dr. Rice for speaking at the Community in Schools of Kalamazoo staff kick-off.

Wellness Committee – Ken Greschak, representative, stated that the committee had met on September 21. Trustee Greschak noted that KPS was holding its annual flu clinic. He also stated that on October 11, KPS would have its annual blood drive at the Administration Building at 1220 Howard Street. Mr. Greschak noted that the committee had also discussed the merits and costs to install filtered water bottle filling stations in KPS schools.

School Reports
None.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of September 15 through September 28, 2017. (File #6.)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. September 14, 2017 Regular Meeting Minutes, VII.C. Personnel Changes, and VII.D. Trustee Expenses.

MOTION: Implied to approve the Consent Calendar as presented.

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

VIII. Persons Requesting to Address the Board
President Sholler-Barber shared the public participation guidelines:

According to Board Policy 1.2, speakers should each begin their comments by stating their name, address, and connection to/interest in the Kalamazoo Public Schools and, if applicable, the organization that they represent.

Speakers should be courteous and professional. The chairperson of this meeting may terminate public comments that are profane, vulgar, or defamatory. Speakers should refrain from identifying individuals when offering criticism.
Speakers have three minutes each and must stop speaking promptly when signaled.

Speakers may not address confidential student or personnel matters, but may submit such concerns to the board in writing.

Speakers are reminded that the board will not respond to public comments, but that the administration may or may not follow up with speakers at some point regarding speaker comments.

Jacquelyn Hobson, 1321 Hays Park Ave, Kalamazoo, introduced herself as a parent who had sent six children in KPS. She stated that her neighborhood does not provide bussing for Milwood Magnet School: A Center for Math, Science, and Technology students. Ms. Hobson noted that she lives 1.4 miles from the school and that the cut-off for walking students is 1.5 miles. Ms. Hobson shared a map of the crime in her neighborhood and stated that she felt this walk was unsafe for her daughter. She noted that she and her husband juggle their schedules to drive her to and from school; however, that was not always possible. Ms. Hobson noted that her neighborhood is a low income neighborhood and that families are dealing with a lot of issues that are causing stress. She explained that bussing students would reduce stress for many families. She stated that there are no crossing guards, and that walking to school is a safety issue more than a distance issue. Ms. Hobson stated that there was a factory just down the road that lets out at 7:00 a.m., which creates a lot of traffic while students are trying to walk to school in the dark. She asked that the district please consider changing the distance for walkers in her neighborhood and provide bussing for their students.

IX. Reports and Recommendations

A. Policy 3.14 – Wellness – first Reading

   Trustee Greschak read the proposed policy as follows:

   **Policy**

   The district will promote nutrition and wellness of its students and staff.

   **Specifics**

   1. The superintendent and/or his/her designee will establish a committee including parents, students, school food service, district administrators, school administrators, the school board, and community members to develop and periodically review district wellness procedures.
      a. Updates will be posted periodically on Kalamazoo Public Schools wellness page.
      b. The wellness committee will assess compliance every three years.

   2. The procedures should include but not be limited to:
      a. appropriate goals for nutrition education, physical activity, and other school-based activities that are designed to promote student wellness;
      b. standards and nutrition guidelines for all foods available at each school during the school day with the objective of promoting student health, reducing childhood obesity, and addressing other health-related eating issues;
      c. guidelines for reimbursable school meals and competitive foods that meet program requirements and nutrition standards established by law; and all marketing for foods within the guidelines using the current USDA program regulations.

   Board Discussion:
Trustee McGlinn asked Trustee Greschak to explain the rationale for the policy changes.

Trustee Greschak stated that the change was driven by changes in U.S. Department of Agriculture (USDA) guidelines. He stated that the change was mostly about terminology. Dr. Rice and Deputy Superintendent Gary Start noted that the changes were required. Mr. Start stated that it was a new USDA requirement to have this policy.

Patti Sholler-Barber stated that she thought that this was a needed focus. She noted that KPS provides so many meals to so many students that KPS needs to hold high standards. Ms. Sholler-Barber said she believed that it was important for KPS to have these standards and welcomed the changes.

B. Kalamazoo Public schools Climate and Culture: Supporting the Social and Emotional Growth of our Students
Director of Student Services Nkenge Bergan and Director of Special Education Rikki Saunders presented the following report.

*District student demographics*
Kalamazoo is a dynamic school district that seeks to meet the needs of all of its students. Today we will review our district’s social and emotional growth of our students and will share the various strategies that our staff uses to support students in efforts to improve student culture and climate.

We are fortunate in KPS to have an enriching, diverse population of students. We know that diversity provides our students with the opportunity to learn and grow from one another. KPS students are:

- 42% African American
- 37% White
- 12% Latino
- 6% multi ethnic
- 2% Asian American
- 1% Native American

In the last seven years, our district has averaged 69% of students eligible for free and reduced lunch, compared to the state level of 47%.

In addition to poverty, many times those socioeconomic challenges accompany issues of learning and stable housing. Last year KPS had 1,492 special needs students in district public schools or non-public schools within the district for which we are responsible, and 702 students recognized as homeless. KPS also has 933 English Language Learners and 105 refugees.

*School Culture and Climate Initiatives*
While all of these efforts are not used in all of our classrooms across the district, they are examples of specific initiatives happening in our schools. Each school’s leadership team has invested in programs that work for its school culture. Each program listed here has benefited the schools that have used it. We continue to seek what will work for our schools and students. Examples of school-based approaches include:

- Positive Behavior and Intervention Literacy Supports (PBIS/PBLS)
- Multi-Tiered Systems of Support (MTSS)
- Capturing Kids’ Hearts
- WEB and Link Crew
- District Mentoring Initiative
- Culturally Responsive Education
- District Crisis Team
- Rachel’s Challenge
- Mindfulness
- be nice

Student Services also provides voluntary professional development for KPS staff such as verbal de-escalation, classroom management, and school culture and climate, among others.

**Kalamazoo Area Supports/Partners in This Area (Among Others)**

The list below is just a snapshot of the support from the community that KPS receives for its students.

- Communities in Schools of Kalamazoo
- Community Mental Health
- Gryphon Place
- Western Michigan University (WMU) Counseling Education Department
- Department of Health and Human Services—Pathways to Potential

**Communities in Schools of Kalamazoo**
- Mobile health unit
- Mobile dental unit
- After-school activities
- Tutoring and academic support
- Mentoring
- Attendance

**Kalamazoo Community Mental Health & Substance Abuse Services**
- Three liaisons to the district
- Collaborative efforts with other mental health counseling services in the community
- Attendance at school-based meetings to support children and families
- Kalamazoo Wraps annual Systems of Care conference for staff
- Annual carnival for all families

**Gryphon Place**
- Conflict Resolution
- Peer Mediation
- Restorative Justice
- Gatekeepers’ Suicide Prevention Program
- Suspension Diversion Program
- Attendance Mediation

**Western Michigan University Counseling Education Department**
- Counseling Program-Washington Writers’ Academy
- Culturally Responsive Education
Examples across the District
- The Woodward School of Technology and Research: Capturing Kids’ Hearts
- Washington Writers’ Academy: WMU Counseling Program
- Loy Norrix High School: PBIS Tier 1 Implementation and Evaluation
- Middle School Alternative Learning Program: PBIS Tier 2 Interventions and Evaluation

Examples of Community Partnerships
- Community Mental Health First Aid training-Spring 2017
- Trauma-informed care professional development-Spring 2017
- Adverse Childhood Effects (ACE) Initiative in Southwest Michigan-Fall 2017
- Michigan Health Endowment Fund Grant-Fall

Michigan Health Endowment Fund Grant
- Partnership among CIS-K, Family and Children Services, and Community Mental Health
- A mental health professional in each of the following schools: Edison Environmental Science Academy, Northeastern Elementary, The Woodward School for Technology and Research, Washington Writers’ Academy, and Woods Lake Elementary: A Magnet Center for the Arts
- Five more schools to be added next school year

Trauma Informed Care
- More than 30 staff in the district are trained to respond to the needs of our school family in the event of a tragedy
- Social workers, counselors, psychologists, and behavior specialists in buildings have training in trauma-informed care and regularly support the social/emotional development and growth of our students and teachers

Work Continues
- District Improvement Team focus on MTSS with the support of Dr. Randy Sprick
- Increasing district-wide focus on attendance; resources and tools investigated

Children First
- The Kalamazoo community has many support resources, and our district has benefitted from them in many ways
- Collaborative efforts with community leaders and agencies are intentional to ensure results
- The social and emotional emphasis is as important as the academics. This whole-child emphasis helps to ensure our children are prepared to engage in our community with strength.

Board discussion:
Trustee Hill stated that she had participated in the community mental health first aid training. She noted that the training helped her as a nurse to ask different questions to her patients/students. Ms. Hill asked how many Community in Schools sites were in KPS buildings. Dr. Rice stated that CIS served in 20 KPS schools. He also noted that KPS had two board members on the CIS board, President Sholler-Barber and Vice President McGlinn.
Trustee Harrison asked that Ms. Bergan speak about the Adverse Childhood Effects (ACE) initiative and how the district was looking to expand it.

Ms. Bergan stated that this fall KPS had had a member of its staff trained as a master trainer and that trainer would work together with other agencies in the community who also have master trainers. KPS was hopeful that these trainers would collaborate together within their organizations, around the concept of how adverse childhood experiences might manifest themselves in behaviors during the school day. Ms. Bergan noted that KPS hoped to promote the concept of a self-healing community.

Trustee McGlinn stated that she was excited to see the mental health piece in this plan. She noted the importance of the Michigan Health Endowment Fund grant. She asked Ms. Saunders how this information would extend down to the teacher level and how teachers would know where to get support to use these resources.

Ms. Saunders stated that the Student Services Department provided voluntary trainings and classroom management. She noted that KPS had staff who have had trauma-informed care training. Ms. Saunders stated that Student Services provided presentations to staff on individual cases and in staff meetings, and that Student Services had sent information on how to deal with stressors of children that may be in trauma. She noted that they had encouraged staff to speak with their colleagues if they were struggling and to reach out to Student Services. Ms. Saunders stated that they had been deliberate in speaking to staff members who are in buildings daily working with teachers and support staff. She noted that KPS knows that adults need support as well as children.

Trustee Greschak stated that restorative justice seems to be the new thing. He noted that he was uncertain that everybody really understood what that means.

Ms. Bergan noted that restorative justice helps heal the relationship between or among groups of children. She explained that restorative justice restores communication, relationships, and often the dignity of students. Ms. Bergan stated that if KPS wants to change a behavior, it often needs to give students a new outlet to talk about making things whole again. Ms. Bergan noted that KPS is looking for ways that students can learn from an incident. KPS wants to make sure children understand new choices.

Trustee Patti Sholler-Barber asked Ms. Bergan to define school culture and climate initiative.

Nkenge Bergan stated that she would define school culture and climate as the fabric of each school.

Ms. Sholler-Barber stated that KPS wants students to grow, to achieve, to feel safe, to be heard, and to be respected. She explained that KPS cannot fully achieve without this base. Ms. Sholler-Barber noted that students cannot learn maximally when they are afraid.

Dr. Rice thanked Nkenge Bergan and Rikki Saunders for their presentation and their leadership. He also thanked Assistant Superintendent of Teaching and Learning Services Cindy Green for her work beginning these efforts, district behavior specialists, social workers, school psychologists, teachers, administrators, paraprofessionals and others who are constantly engaged in these efforts. Dr. Rice explained that the Michigan Health Endowment Fund Grant would fund five mental health therapists this year, and help provide 10 mental health therapists in total the second year. He stated that KPS is fortunate to have partners in Kalamazoo like Family and Children Services, under the current leadership of Sherry Thomas-Cloud, and under the previous leadership,
Rosemary Gardiner, before she retired. Dr. Rice also thanked Pam Kingery of Community in Schools for her leadership in seeking out this grant. Dr. Rice stated that this was an effort that KPS believes will have a significant impact on Edison, Washington, Woodward, Woods Lake and Northeastern Elementary. That said, he noted that this does not address the tremendous mental health challenges that we have in Kalamazoo, let alone in the state. Dr. Rice noted that we as a community were going to have to address this issue in a more profound or broader way to be successful. He also thanked Gryphon Place and its CEO, Maricela Alcala, for leadership with conflict resolution, peer mediation, suicide prevention, and restorative justice. Dr. Rice stated that restorative justice is not just repairing a wrong, but repairing the relationship that has been ruptured. He explained that KPS had expanded restorative justice over a period of years and would continue to expand it. Dr. Rice noted that this reform does not work all the time, but that it had been very effective in the district.

X. Other Business
None.

XI. Comments by Trustees
Jenny Hill stated that she had missed the last board meeting but wanted to welcome everyone back to school. She thanked the celebrity greeters at The Woodward School for Technology and Research: Ervin Armstrong and his wife Joyce, City Commissioner David Anderson, Judge Curtis Bell, and the KRESA Superintendent, David Campbell.

Carol McGlinn stated that we had heard about many very important partners tonight; however, there were over 200 partners that help KPS throughout the year and we thank them for all that they do.

Patti Sholler-Barber thanked Western Michigan University Athletic Director Kathy Beauregard for the wonderful evening and the College Football Foundation for the generous check. She was impressed by all of the sports teams that had prevailed during this recent heat wave. Ms. Sholler-Barber thanked the parents, teachers, and students for enduring the unseasonably hot weather the past several days. She noted that parents must continue to send their children to school every day.

Dr. Rice stated that there were still some slots available in some KPS schools and some grades. He noted that parents could call 337-0161 to enroll students in K-12. Dr. Rice stated that to enroll your student in pre-kindergarten, parents should call 337-0095. He noted that at the next board meeting, KPS would announce its new mentoring partnerships. Dr. Rice stated that he was very pleased with the additional support by a number of churches in the community. He noted that last year, KPS had 360 staff members who mentored once a week, plus 61 community members, for a total of 421 mentors who did weekly mentoring. Dr. Rice stated that this year he would like to increase that number. He noted that last year KPS had mentored 1,696 children and that he thought KPS could mentor even more children. Dr. Rice explained the mentoring can begin to take hold around third grade and that KPS probably had thousands of children in its district that could benefit from mentoring. He noted that the KPS mentoring model is a five-to-one mentoring model. Dr. Rice stated that it was not intense mentoring; it was a once-a-week lunch with a student. He noted that many teachers, administrators, and support staff give their time and that he believed there was tremendous value to the mentoring.

XII. Closed Session (if needed)
President Sholler-Barber did not call for a closed session, and adjourned the meeting at 7:53 p.m.
XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, October 12, 2017 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
Call to Order
President Sholler-Barber called the October 12, 2017 regular Board of Education meeting to order at 7:02 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

Pledge of Allegiance
The Pledge of Allegiance was recited.

Attendance
Board members present: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Superintendent Dr. Michael F. Rice was also present.

Announcements and Recognitions
Executive Director of Communications Alex Lee presented turn-around student Keewan Atlas, eighth grade, Milwood Magnet School: A Center for Math, Science and Technology.

Also in attendance and introduced by Mr. Lee were Milwood Magnet School Principal Mark Tobolski, Assistant Principal Gloria Foster-Wimbly, and Lillian Freeman, Milwood Magnet staff member. The student’s parents and family members in the audience were also recognized.

School Reports/Committee Reports
Committee Reports
None

School Reports
None.

Correspondence
Secretary Hill reviewed the correspondence received for the period of September 29, 2017 through October 12, 2017. (File #7.)

Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. September 28, 2017 Regular Meeting Minutes; VII.B. Purchase Recommendations 2018-04, 2018-05, and 2018-06; and VII.C. Personnel Changes.

Deputy Superintendent of Business, Communications, and Operations Gary Start reviewed the purchase recommendations:
- 2018-04 in the amount of $45,000 from the districtwide vehicle replacement fund to purchase a 2005 Freightliner tanker truck;
- 2018-05 in the amount of $41,775 from the 2010 bond for the purchase of 30 Microsoft Surface Pro laptop computers for KAMSC; and
- 2018-06 in the amount of $28,380 from the 2010 bond for the purchase of 33 Hewlett Packard desktop computers for KAMSC.
MOTION: Implied to approve the Consent Calendar as presented.

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

VIII. Persons Requesting to Address the Board
None

IX. Reports and Recommendations
A. Policy 3.14 Wellness—Second Reading
Dr. Rice explained that the board hears policies in two readings. He stated that the first reading had been done at the September 28, 2017 regular board meeting and was for the purpose of informing the community about what was being considered. Dr. Rice advised that there had been a number of technical changes associated with the United States Department of Agriculture (USDA) guidance.

MOTION: Moved by Trustee, Ken Greschack, supported by Trustee Craig Herschleb, to approve Policy 3.14—Wellness

Board discussion: None

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

Deputy Superintendent Start read the recommendation for the board to receive the June 30, 2017 comprehensive annual financial audit report, federal awards supplemental information, and report to the board.

Mr. Start thanked Business Manager Laura Kayser and stated that she was an excellent business manager. He noted that the audit had found no exceptions and no findings, and that this happened year after year because Ms. Kayser does an excellent job of preparing the information. Mr. Start pointed out that KPS had received a certificate of excellence in financial reporting from the Association of School Business Officials International and a certificate of achievement for excellence in financial reporting awarded by the Government Finance Officers Association. He complimented Plante Moran, and stated that it is considered the premiere auditing firm for public schools in Michigan. Mr. Start introduced Mr. Jeff Egberts, a representative of Plante Moran.

Mr. Egberts thanked Mr. Start and Ms. Kayser. He stated that the auditors had already met with the board’s Operations Committee and had made a more detailed presentation of the statements and other reports. He reviewed the audit process and explained that the audit’s length was to allow the auditors an opportunity to render an opinion on the financial status of the district.

Mr. Egberts noted that the audit had gone very well and that his firm’s opinion was unmodified, the highest level possible.

Mr. Egberts concluded by thanking Deputy Superintendent Gary Start, Business Manager Laura Kayser, and the staff of the Kalamazoo Public Schools Business Office for their assistance throughout the audit process. He also thanked the district administration and the Board of Education for its continued ability to maintain a balanced budget.

Board discussion:
Jennie Hill stated that KPS is fortunate to be a district that is fiscally sound. She thanked Mr. Start and Ms. Kayser for their excellent work.
Carol McGlinn asked Mr. Egberts what it cost to run the KPS district. Mr. Egberts replied that KPS had approximately $186 million in total expenditures which include the federal food service program, capital projects, debt payments, and all state and federal grant programs, among other expenditures. Mr. Egberts noted that proper management of the budget is very important. Ms. McGlinn thanked the financial branch of KPS.

Patti Sholler-Barber asked how complicated was this report.

Mr. Egberts stated that this report is highly complicated and will continue to become more complex every year. He noted that it is difficult to understand the complexity of school finance. He stated that it is very important to have an open dialogue and channel of communication with the board.

Ms. Sholler-Barber stated that student achievement is always the main goal; however, without strong financial management, it would be difficult to achieve. She noted that a teacher cannot teach without heat, supplies, and busses.

Ms. Sholler-Barber asked Mr. Start how much KPS had cut from the budget in the last 15 years. Mr. Start replied that KPS had cut over $20 million in that time. Ms. Sholler-Barber thanked Ms. Kayser and Mr. Start and the whole team for doing a good job on the budget, with such positive results.

Dr. Rice thanked the business office, the auditors, and the board. He stated that KPS financial stability requires many different pieces including budget creation, budget implementation, interaction with principals, staffing, and negotiations. Dr. Rice explained that all of these pieces relate to the work that the board does for KPS. Dr. Rice thanked the board for helping to generate and maintain financial stability each year.

C. Recommendation to Approve Bond Committee

Dr. Rice recommended that the board approve the list of the 2018 bond committee members. He explained that the recommended committee is a diverse one, with representatives throughout the community.

Gary Start read the recommendation into the record:

> It is recommended that the Board appoint the attached 2017 bond scope committee. The recommended committee contains parents and staff from throughout the district. Its charge is to consider the possibility of including a bond question on an upcoming ballot. If a bond question is recommended, the committee will propose a related project listing and bond amount for [the superintendent’s] consideration. [The superintendent] will then make a recommendation to the board for subsequent voter referendum.

Mr. Start explained that this bond would be for capital project needs. He noted that a committee would do a community survey to decide if the public would support a bond. Mr. Start stated that the committee would then decide the bond amount and project listings. He noted that Dr. Rice would use that information to make recommendations to the board. Mr. Start explained that without a bond, KPS would have major financial issues that would adversely affect the general fund such as the replacement of boilers, roofs, safety needs, busses, and technology.

**MOTION**: Moved by Trustee Jennie Hill, supported by Trustee McGlinn, to approve the recommendation to approve the 2018 bond committee membership.
Board discussion:
Ms. McGlinn stated that she appreciated the structure and the representation of this committee. She noted the importance of getting input from the committee. Ms. McGlinn stated that this had been an example that KPS was open to input from the community.

Patti Sholler-Barber stated that this committee would rank the needs of the district. She noted that the committee would spend time researching, listening, and attending presentations, before it made its recommendation.

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

D. Kalamazoo Public Schools Mentoring
Dr. Rice introduced Assistant Superintendent of Teaching and Learning Services Cindy Green, Director of Secondary Education Johnny Edwards, and Director of Elementary Education Judy D’Arcangelis. He stated that two years ago at the first instructional leadership meeting of the year he had informed KPS administrators that he and Gary Start would be mentoring students at Phoenix High School. Dr. Rice challenged KPS male administrators to be a part of this mentoring and they had all agreed to participate. He noted that 141 male KPS employees mentored 629 Young men that first year. Dr. Rice stated that this program began with a single challenge.

Ms. Green explained that mentoring had been designed to assist KPS students in navigating school and life. She stated that students need as many supports as possible to help with their dreams and goals. Ms. Green noted that students need to hear how to set up organizational structures such as homework and how to access services and opportunities for the future such as post-secondary education. She shared that students need adults who will listen to them.

Ms. Green stated that the mentoring was to have sessions of five students to one adult. She noted that mentors would meet once a week, usually during the lunch period. Ms. Green stated that the mentors listen and share stories, and that the focus is on students’ dreams, career interests, goals, and aspirations.

Mr. Edwards stated that in 2015-2016, 141 male staff members had mentored 629 male students in grades 3-12 in 2,822 weekly mentoring sessions. Mr. Edwards noted that the male staff consisted of teachers, administrators, and support staff. He stated that the principals coordinated the matching of male staff with male students. Mr. Edwards explained that the male mentoring had been open to all males, regardless of their ethnicity, but with a significant interest in serving African American young men and/or socio-economically challenged young men.

Mr. Edwards stated that at the conclusion of the first year of male mentoring, KPS had partnered with Western Michigan University professors Dr. Joseph Morris and Dr. Mary Z. Anderson. He explained that Dr. Morris held focus groups with some of the male mentors to gather their feedback on their experience with the first year of male mentoring. Mr. Edwards noted that Dr. Morris and Dr. Anderson developed surveys for the male mentees to get students’ perspectives. Female staff members had been happy to participate in the program’s expansion mentoring female students in year two. Mr. Edwards noted that KPS had done some outreach in the community to encourage community organizations to mentor in year two.

Ms. D’Arcangelis stated that the 2016-2017 mentoring project expanded to include female staff mentors with female students in the secondary and elementary schools. She noted that the staff members included teachers, administrators, and support staff. Ms. D’Arcangelis stated that male mentors from the community had been added to work with more KPS male students. She noted
that 360 staff mentors met with 1,536 students. Ms. D’Arcangelis explained that 61 mentors from the community had served an additional 160 students during 6,830 weekly mentoring sessions in 2016-2017.

Ms. D’Arcangelis noted that community mentors worked with elementary male students in 2016-2017. She stated that Milwood Community Church mentored at Milwood Elementary School; New Life Fellowship Church of God in Christ and Tabernacle Church of God in Christ mentored at Spring Valley Center for Exploration; Stones Church mentored all male students in grades three, four, and five at The Woodward School for Technology and Research; Trenches Community Church mentored at Northeastern Elementary School; and Voyage Church mentored at Prairie Ridge Elementary School. Ms. D’Arcangelis thanked the mentors from these churches for last year’s work.

Ms. D’Arcangelis stated that this year Communities in Schools of Kalamazoo (CISK) had 703 volunteers working with individuals and small groups. She noted that 278 were from the community and 425 were from area colleges. Ms. D’Arcangelis stated that CISK volunteers mentored and tutored during the day, in the after-school program, and in the CISK summer program. She noted that this year there would be 650 CISK volunteers serving in KPS schools, with more expected as the year progressed. Ms. D’Arcangelis thanked Community in Schools of Kalamazoo and stated that KPS appreciated the work that it does in KPS schools.

Ms. Green noted that Big Brothers Big Sisters of Kalamazoo worked with Communities in Schools of Kalamazoo to provide mentors in the schools and in the community. She noted that 358 KPS students had been served through Big Brothers Big Sisters of Kalamazoo. Ms. Green stated that there had been 189 students in the Bigs in Business and Bigs in Schools programs, and 169 students in the community-based programs. Big Brothers Big Sisters uses a one-to-one mentoring model and is developing a new marketing initiative to get more mentors. Ms. Green noted that KPS appreciated Big Brothers Big Sisters of Kalamazoo.

Ms. D’Arcangelis stated that our students were fortunate to have had 108 Kids’ Hope mentors from area churches last year. One-on-one sessions were held at seven KPS elementary schools. She thanked last year’s Kids’ Hope mentors from Centerpoint Church, Milwood Community Church, St. Luke’s Episcopal Church, Second Christian Reformed Church, Second Reformed Church, Third Christian Reformed Church, and Westwood Christian Reformed Church. Ms. D’Arcangelis noted that Kids’ Hope mentoring would continue in KPS schools this year.

Mr. Edwards announced that the following community organizations and leaders had committed to have adult male mentors in KPS schools.

- Centerpoint Church, Pastor Jason Olson;
- First United Baptist Church, Pastor Lenzy Bell;
- Friendship Baptist Church, Pastor Jerry Wilkerson;
- Galilee Baptist Church, Reverend Dr. Michael T. Scott;
- Greater Faith Empowerment Center, Bishop Daniel Cunningham;
- Kalamazoo Department of Public Safety, Chief Jeff Hadley;
- Milwood Community Church, Pastor Brian Seifert;
- Mr. Zion Baptist Church, Reverend Dr. Addis Moore;
- New Life Fellowship Church of God in Christ, Superintendent Jesse Herron;
- Redeemed Christian Church of God, Pastor Gideon Daspan;
- Stones Church/New Genesis, Pastor Joel Brooks and Pastor Ervin Armstrong;
- Tabernacle Church of God in Christ, Superintendent C.G. Charles;
Mr. Edwards stated that approximately three dozen of the many prospective mentors had received training on how to be a mentor through Pastor Ervin Armstrong.

Ms. Green thanked KPS staff members and community members who had mentored our children. She stated that this had been an amazing project with future needs. Ms. Green noted that KPS planned to increase the number of students being mentored in KPS schools, with additional training by Stones Church/New Genesis to assist its mentors. She stated that KPS wanted to help encourage children’s dreams, careers, goals and aspirations. Ms. Green noted that KPS would help encourage our school board goal of career awareness, exploration, and development within the mentoring project.

Board discussion:
Trustee McGlinn thanked everyone for all of the work done to create this incredible program. She stated that it had been wonderful to see all of the support from churches and the Kalamazoo Department of Public Safety. Ms. McGlinn noted how students needed people in their lives to talk about their dreams and future goals.

Dr. Freedman thanked Ms. Green, Mr. Edwards, and Ms. D’Arcangelis for the presentation. She noted that the community partnerships with KPS were enriching for KPS and the children.

Jennie Hill stated that she was pleased that Pastor Armstrong would be helping with training of community mentors. She questioned what training would be provided for people without experience working with children.

Dr. Rice stated that KPS appreciates Pastor Armstrong. He noted that Winning Futures is the mentoring program that was being used to help orient our community mentors. Dr. Rice stated that it was important to note that last year six-sevenths of our mentors were KPS staff members. He explained that he anticipated growth in the program and in training. Dr. Rice noted that KPS would become stronger as it understood better the mentoring needs of our students. He stated that KPS would be faithful to dreams, careers, goals, and aspirations of its young people; however, if a child was concerned where they were going to sleep that night, or about a recently deceased or incarcerated family member, this urgent issue certainly would influence the conversation. Dr. Rice explained that KPS needs to meet children where they are. He stated that mentoring would be like teaching and also very different from teaching. Dr. Rice explained that teaching has a defined curriculum, while the mentoring would be more tailored to the individual child.

Patti thanked Dr. Rice for the vision of this program. She stated that over time KPS has seen and would continue to see progress made. Ms. Sholler-Barber noted that bringing the community into KPS schools helped children see other adults to validate that school was important. She thanked all of the members of the community that wanted to be a part of this great program.

Dr. Rice thanked the KPS Human Resource department headed by Assistant Superintendent of Human Resources Sheila Dorsey, which is responsible for background checking on individuals; Teaching and Learning Services Department headed by Assistant Superintendent of Teaching and Learning Services Cindy Green; Director of Elementary Education Judy D’Arcangelis; Director of Secondary Education Johnny Edwards; and Vicky Leatherman and Chris Frommann, who do a terrific job of weekly tracking the mentoring. He noted that KPS served 1696 young people in the
five-to-one mentoring last year. Dr. Rice noted that in addition to these mentors, KPS had mentors serving through CISK, Big Brothers Big Sisters of Kalamazoo, and Kids’ Hope. He stated that in total, KPS served more than 2,000 children and hoped to double that number in the next few years. Dr. Rice thanked all of the people who, though very busy, had found the time to give 30 minutes each week for our children.

Ms. Sholler-Barber stated that mentoring can be a positive impact on many children. She thanked Dr. Rice and the people that were making this program a success.

E. DACA Resolution-Added on the floor
Trustee Greschak read the proposed resolution into the record:

WHEREAS, Kalamazoo Public Schools (KPS) is the largest school district in Southwest Michigan and the second largest in West Michigan;

WHEREAS, KPS is one of the most ethnically, socioeconomically, and linguistically diverse districts in the state;

WHEREAS, KPS is fortunate to have students from many countries in the district;

WHEREAS, KPS views its diversity as richness, not stigma, and as a major point of pride in the district;

WHEREAS, the president, on September 5, 2017, the first day of school in many school districts in Michigan and across the country, ended the Deferred Action for Childhood Arrivals (DACA) program, effective March 6, 2018, and encouraged Congress to pass legislation to address national immigration policy;

WHEREAS, the action of the president on September 5, 2017 was alarming to many in the KPS community, particularly to those whose family members could be personally adversely harmed by the end of DACA;

WHEREAS, the end of DACA, without congressional action on immigration policy, would serve to harm many financially in our community:

NOW, THEREFORE BE IT RESOLVED that the Kalamazoo Public Schools Board of Education stands in solidarity with the Dreamers and encourages Congress to pass comprehensive immigration legislation to permit Dreamers to remain in the country without threat of deportation or other profound disruption to their lives.

MOTION: Moved by Trustee Carol McGlinn, supported by Trustee Dr. Lauren Freedman, to approve the DACA resolution.

Board discussion:
Dr. Freedman stated that this had been an important resolution for the board to approve. She noted that the Dreamers had worked hard and done well as part of our community. Dr. Freedman stated that she was proud to be part of this resolution.

Patti Sholler-Barber stated that this showed a strong effort from the board to keep KPS students safe.
Disposition: Roll call vote: motion carried, 7-yes, 0-no, 0-abstentions.

X. Other Business
None.

XI. Comments by Trustees
Ms. Hill encouraged people to check out the website VOTE411.org. She stated that this was a nonpartisan website from the League of Women Voters. Ms. Hill noted that league members gathered information about the candidates and put it on the website for people to learn more about the candidates and their positions. She asked that people get out and vote.

Mr. Greschack stated that it was good to know that KPS is financially stable; however, that was not to say that KPS had financially all it needed to educate children. He noted that elections matter and to pay attention to those running and their position on public schools and state school funding. Mr. Greschak stated that KPS does well with what it has; however, KPS could do better with more.

Ms. Sholler-Barber concluded by echoing Trustee Greschak’s comments on paying attention to the candidates and how they feel about supporting public education. She stated that it is imperative that the candidates understand the importance of children’s education. Ms. Sholler-Barber reminded parents to send children to school every day. She thanked Cindy Green for a great meeting and reminded everyone that parent-teacher conferences were coming up and how important it was to have a relationship with your student’s teachers.

Comments by the Superintendent
Dr. Rice thanked the young people who have stayed in touch with current events of the last several months and had expressed their heartfelt thoughts on these events. He stated that he is pleased that students had the right in this country to speak their minds legally and peacefully. He thanked Executive Director of the Hispanic American Council Adrian Vasquez for his help on the DACA resolution. Dr. Rice expressed his appreciation for the Hispanic American Council in our community. He thanked the many people who contributed to the KPS increased enrollment this year. Dr. Rice thanked the visionary generous donors of the Kalamazoo Promise for their help in initially arresting the decline in enrollment in KPS in 2006. He also thanked all of the educators and community members who had made the district a better place for young people. Dr. Rice thanked the leaders of the organizations who had stepped forward in spite of their busy schedules. He noted that last year KPS had had six pastors and their churches involved with KPS and the mentoring program:

- Voyage Church, Pastor Wes Tillet;
- New Life Fellowship Church of God in Christ, Superintendent Jesse Herron;
- Stones Church/New Genesis, Pastor Joel Brooks and Pastor Ervin Armstrong;
- Tabernacle Church of God in Christ, Superintendent C.G. Charles;
- Trenches Community Church, Pastor James Harris; and
- Milwood Community Church, Pastor Brian Seifert.

Dr. Rice stated that they had participated with a total of 60 individuals who had mentored from those churches. He noted that this year KPS had:

- Centerpoint Church, Pastor Jason Olson;
- First United Baptist Church, Pastor Lenzy Bell;
• Friendship Baptist Church, Pastor Jerry Wilkerson;
• Galilee Baptist Church, Reverend Dr. Michael T. Scott;
• Greater Faith Empowerment Center, Bishop Daniel Cunningham;
• Kalamazoo Department of Public Safety, Chief Jeff Hadley;
• Mr. Zion Baptist Church, Reverend Dr. Addis Moore;
• Redeemed Christian Church of God, Pastor Gideon Daspan; and
• Trinity Temple Seventh-Day Adventist Church, Pastor Denry White.

He noted other busy people stepping forward such as Communities in Schools of Kalamazoo, headed by Pam Kingery; Big Brothers Big Sisters of Kalamazoo, headed by Amy Kuchta; and Kids’ Hope USA, headed by Corrie Letko. Dr. Rice stated that these were all outstanding organizations and that KPS appreciated all of their help, support, and partnership. He asked organizations to please call 337-0123 if it would like to mentor.

XII. Closed Session
President Sholler-Barber did not call for a closed session, and adjourned the meeting at 8:16 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, October 26, 2017 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
I. Call to Order
President Patti Sholler-Barber called the October 26, 2017 regular Board of Education meeting to order at 7:00 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: Dr. Lauren Freedman, Ken Greschak, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Absent: Tianna Harrison. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee presented Winchell Elementary School 2017 Michigan History Day State Champions, first place in the Youth Division Group exhibit: Chloe Rathbun, Ellen Terzino, and Adeline Ulmer, sixth grade Maple Street Magnet School, as well as state qualifier Spencer Betke, sixth grade Linden Grove Middle School.

Also in attendance and introduced by Mr. Lee were Winchell Elementary School Principal Michael Hughes and Teacher/Coach Kathryn Dahl. The students’ parents and family members in the audience were also recognized.

V. School Reports/Committee Reports
Committee Reports
Operations Committee – Ken Greschak, chair, stated that the committee had met on October 24 and that the committee had reviewed website improvements and district marketing strategies.

Curriculum Committee – Carol McGlinn, chair, reported that the committee had met on October 18 and had received an update on Washington Writers’ Academy and The Woodward School for Technology and Research partnership agreements. She noted that KPS had purchased a new math series in the spring and that this past summer we had worked on curriculum guides, pacing charts, and teacher professional development. Ms. McGlinn advised that the committee had worked on building support with parents by creating parent tip sheets, strategies, and homework helper videos.

Evaluation & Accountability Committee – Jennie Hill, chair, reported that the committee had met on October 16 and had been updated on Washington Writers’ Academy and The Woodward School for Technology and Research partnership agreements. She stated that the committee had discussed math, English Language Arts (ELA), summer opportunities for students, culture and climate, and elementary class sizes.

Policy Committee – Craig Herschleb, chair, stated that the committee had met on October 25 and had reviewed Policy 8.6 on the administration of medication to students and the new policy on EpiPens.
Teaching and Learning Council – Patti Sholler-Barber, representative, stated that the committee which included teachers, parents, and administrators, had met on October 5. She stated that the committee would be working on innovation grants.

Communities in Schools of Kalamazoo – Carol McGlinn, representative, reported that the CIS board had met on October 20 and had received the annual audit. She stated that KPS appreciated Community in Schools of Kalamazoo and everything that it does to support KPS students and buildings.

Wellness Committee – Ken Greschak, representative, stated that the committee had met on October 19 and had continued discussing bottle filling stations and the cost for the district. Mr. Greschak stated that the committee was working on a proposal to submit to KPS and developing a process to understand the initial cost.

President Sholler-Barber read the following statement:

We are always pleased to have so many of our citizens and stakeholders at our board meeting, and we welcome all of you. We suspect that many of you are here because of recent media reports in the last week about a lawsuit filed ten months ago, and so we would like to briefly address those reports, before we begin the business of our meeting.

As a public educational institution, the Kalamazoo Public Schools is committed to being a leader in following the law in all respects, and this includes a complete prohibition on sexual harassment, whether relating to students or employees. Accordingly, we take all complaints alleging sexual harassment seriously. We promptly investigate all complaints, and, when warranted, we take appropriate corrective action to address such complaints. We do not and will not tolerate unlawful sexual harassment of any kind. Because this is important to us, we invite employees who believe they have been subject to harassment to file complaints with us.

We have asked Dr. Rice, our superintendent, to provide a more specific explanation. Dr. Rice, could you elaborate for us?

Dr. Rice read the following statement:

As superintendent, I want to assure our school community that we take very seriously our responsibility to provide our students and staff with a safe and secure environment with strong leadership. It is important for me to be as transparent as I can be, given pending litigation. There is more to discuss than the specifics of the lawsuit, but let me start there.

When one of our employees filed a complaint with the district in late 2015, which alleged that Principal Rodney Prewitt was responsible for her not obtaining a promotion based upon alleged sexual harassment, the district conducted an investigation by the assistant superintendent of human resources and the district’s general counsel. This investigation concluded that the employee’s complaint was not supported by fact. Nonetheless, as a precaution, Mr. Prewitt was excluded from any role in future employment decisions regarding our employee, who continues to be our employee.
Ten months ago, when the same employee filed a lawsuit against Mr. Prewitt and the district, a second investigation was undertaken by outside legal counsel from a different law firm. That law firm reached the same conclusion: that there was no sexual harassment and that the employee’s failure to be awarded a promotion was not caused by the alleged sexual harassment.

Although two investigations have concluded that this employee’s specific complaints lack merit, our current process of vetting employment applications, when we have an applicant who has worked out of state for a significant period of time, must be improved. Upon hiring an administrator, it is unacceptable not to know more about his or her out-of-state background. We can and must do better as an organization.

As a result, and in collaboration with the board, I am launching a top-to-bottom review of our procedures to identify what steps the district could take in the future to obtain information on an applicant with substantial out-of-state experience. I have also launched a review of our investigative procedures to ensure that the procedures are effective and the outcomes properly communicated within the district. Finally, investigation continues into Mr. Prewitt.

As the community is aware, when we placed Mr. Prewitt on administrative leave, we made Mr. Johnny Edwards, our director of secondary education, the interim principal. Mr. Edwards did a strong job as Loy Norrix principal for five years and will serve us similarly well during this period of time. We are fortunate to have him as our interim principal.

Ms. Sholler-Barber read the following statement:

On behalf of the board, we assure our community that the Kalamazoo Public Schools is committed to excellence in all that we do. Working with the superintendent, we are resolute that our policies, practices and actions are in accord with the law and best practices, in support of our mission to provide the best possible educational opportunities to our students, and a safe and secure environment for our students and our staff. The board insists on nothing less.

School Reports
None.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of October 13 through October 26, 2017. (File #8.)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. October 12, 2017 Regular Meeting Minutes and VII.C. Personnel Changes.

MOTION: Implied to approve the Consent Calendar as presented.

Disposition: Voice vote: motion carried, 6-yes, 0-no, 0-abstentions.
VIII. Persons Requesting to Address the Board

President Sholler-Barber shared the public participation guidelines:

According to Board Policy 1.2, speakers should each begin their comments by stating their name, address, and connection to/interest in the Kalamazoo Public Schools and, if applicable, the organization that they represent.

Speakers should be courteous and professional. The chairperson of this meeting may terminate public comments that are profane, vulgar, or defamatory. Speakers should refrain from identifying individuals when offering criticism.

Speakers have three minutes each and must stop speaking promptly when signaled.

Speakers may not address confidential student or personnel matters, but may submit such concerns to the board in writing.

Speakers are reminded that the board will not respond to public comments, but that the administration may or may not follow up with speakers at some point regarding speaker comments.

Brianna Noyes-Deal, 2221 Dorchester Ave, Kalamazoo, introduced herself as a Loy Norrix High School graduate and parent of two KPS children: a daughter at Ferris State and a son at LNHS. She explained that she had addressed the board before in regards to student safety and dress code in the schools. Ms. Noyes-Deal stated that she had concerns with school campus safety not monitoring students coming and going and that her son had left the building during the lockdown. Ms. Noyes-Deal felt that the school needed to look into metal detectors to make the students feel safer.

Elrico Hurley, P.O. Box 406, Oshtemo, introduced himself as a representative of the Metro Kalamazoo Branch NAACP president Strick Strickland Sr. He stated that Pastor Strickland wanted to go on record in support of the school board and its leadership. Mr. Hurley encouraged the district to revisit information from internal investigations, but not to allow the public to influence its decisions. Mr. Hurley noted that Mr. Prewitt deserved to be looked at with the assumption of innocence until something had been otherwise exhibited beyond the shadow of a doubt. Mr. Hurley thanked the board and administrators for their time and commitment to the KPS district.

Carina Hilbert, 2765 Buttonwood Ln, Kalamazoo, introduced herself as a former KPS teacher and parent of three KPS students. Ms. Hilbert stated that she wanted to address not just this one incident, but sexual harassment throughout the district. She stated that she understood that the district had done its own investigation; however, she had a hard time believing the results of that report. Ms. Hilbert noted that her daughter had reported many incidents at Kalamazoo Central High School and that nothing had been done. She asked that KPS provide more professional development for staff and administrators on this topic, and to provide a hot line for victims. Ms. Hilbert stated that KPS needed to teach our students and staff that this behavior would not be tolerated in its schools.

Abigail McClain, 1430 Concord Place Drive, Kalamazoo, introduced herself as a concerned citizen. She stated that KPS was responsible for providing a safe environment for students and staff. Ms. McClain believed that KPS actions toward Mr. Prewitt had set a precedent that this behavior was acceptable in the district. Ms. McClain noted that she had been sexually harassed at her work place and that it was very difficult to come forward to report such behavior.
Andy Argo, 1106 South Park Street, Kalamazoo, introduced himself as a Loy Norrix graduate. Mr. Argo noted that the Kalamazoo community had been a seemingly progressive, activist community; however, he believed that Kalamazoo failed at the basic issues of dignity and respect. He stated that KPS could not remain silent in the face of sexual harassment.

Sharyl Weber, 6421 Trundle Lane, Kalamazoo, introduced herself as the parent of two daughters in KPS. She stated that after hearing statements from parents this evening, it frightened her to send her daughters to high school. Ms. Weber noted that this incident was a terrible role model for students and staff. She stated that she did not want her daughters in this kind of environment and that students deserved to feel safe at school.

Deanne Puca, 2121 Sheffield Drive, Kalamazoo, introduced herself as a parent of two KPS students and was in attendance to read a statement from her daughter, Kate Puca, a 2016 Loy Norrix graduate. In the statement her daughter noted that she was glad to have gone to Loy Norrix High School and had always felt safe there. Kate was sad to hear the news of Mr. Prewitt; however, she believed that KPS needed better hiring practices so that this would not happen in the future.

Jean Golland, also goes by Jessica Martin, 3224 St. Joseph, Kalamazoo, introduced herself as a concerned community member and a member of SEE Change. She stated that her concerns began when a young neighbor expressed to her that he had no chance in life and that he would probably end up in jail, so didn’t know why he should work hard in school. Ms. Gollen noted that he had said that he had been bullied in school and that teachers had done nothing about it. She stated that she believed KPS could do more for its students.

Maggie Grabemeyer, 1704 Tanager Lane, Kalamazoo, introduced herself as a Loy Norrix High School student. She stated that Loy Norrix was a good school, with a few kids that make it look bad. Ms. Grabemeyer noted that the media had been unfair to the school and its students. She stated that the bad press was not fair to students like herself who worked hard and did well in school. Ms. Grabemeyer noted that because of these allegations she does not feel safe around students or staff at Loy Norrix High School.

Neville Mark, 2944 Fuller St., Grand Rapids, introduced himself as a representative of the UAW, the union that represented the administrators. He thanked the school board for having done a thorough investigation and for not rushing to judgement.

Natalia Brown, 507 Reed Ave, Kalamazoo, introduced herself as someone who had moved her children from Covert Public Schools to Kalamazoo Public Schools. She stated that she had wanted to give her children a better education and believed that that would be in KPS. Ms. Brown noted that it was hard to feel safe with these issues taking place in the schools. She asked that someone take responsibility for what is going on in the schools.

Angela McCormick, 327 Montrose, Kalamazoo, introduced herself as a parent of two KPS students and the current treasurer of the Loy Norrix High School grad bash. She stated that her daughter had told her about Mr. Prewitt prior to the public news. Ms. McCormick explained that she and her daughter found this embarrassing for Loy Norrix High School.

Donna Perry Keller, 2117 Crosswind Drive, Kalamazoo, introduced herself as a parent with two students at Loy Norrix High School. She stated that repeated incidents of bad press were upsetting. Ms. Keller believed there was so much potential at Loy Norrix High School and KPS. She stated that she had experienced lack of concern from administration after a group of parents had brought
their issues forward regarding the choir program. Ms. Keller noted that the parents had not received any sort of follow-up or any changes to the program that they had discussed. She stated that KPS needed strong leadership at every level in the district that championed excellence. Ms. Keller stated that she hoped that the district would provide answers in the future and help the students feel safe in the hallways.

*Dana Flynn, 855 Weaver Avenue, Kalamazoo,* introduced herself as a parent of two children in KPS. She stated that she felt Dr. Rice had a responsibility to the district to do something about Mr. Prewitt when he had first heard about the allegations against Mr. Prewitt. Ms. Flynn stated that she felt that it was important that the person representing this district would be reflective of the type of person of which KPS could be proud.

*Elisheva Johnson, 3111 Chestnut Hill Drive, Kalamazoo,* introduced herself as a community organizer with SEE Change. She asked how many times parents had come to the administration building talking about these issues and were met with silence. Ms. Johnson stated that if board members visited KPS schools they would see what was going on in the hallways and other issues in KPS buildings. Ms. Johnson stated that schools need to be a safe place for all children, where families are invited to be a part of the conversation.

*Kyla James, 3818 Adams, Kalamazoo,* introduced herself as a parent of two children and a sexual assault survivor and educator. She stated that the day of the fight at Loy Norrix High School her daughter had been far more upset about the allegations against Mr. Prewitt than about the fight. Ms. James feared for her son, who attended Maple Street Magnet School for the Arts, as he was drawn to groups out of fear of getting beaten up if he didn’t go along with these groups. She noted that she was a teacher at Lakeside Academy and taught abused and neglected boys and girls. Ms. James stated that protecting men and boys who sexually harass was not protecting anyone. She ended by saying that the students with whom she worked had never been told that their behavior was wrong, and now they were paying for it by being locked up in her school.

*Cory O’Bryan, 1603 Miles Avenue, Kalamazoo,* introduced himself as a teacher at Loy Norrix High School for the past 10 years. He noted that there were many teachers at Loy Norrix High School that were doing great things and did not fit this stereotype they were hearing tonight. He stated that he believed that there needed to be accountability and consequences from administrators, teachers, and students. Mr. O’Bryan stated that he had pride in what he does at Loy Norrix High School and that it was important for KPS to make the right decisions based on morals, beliefs, and it students.

*David Wilson 720 Forrest, Kalamazoo,* introduced himself as a parent of three children. Mr. Wilson stated that he was happy to hear of the expanded outside vetting. He stated that it is well known how hard it is for these allegations to be proven so KPS needed to take any proven allegations very seriously.

*Kaitlin Martin, Vine neighborhood, Kalamazoo,* introduced herself as a 2003 Loy Norrix High school graduate. Ms. Martin stated that it seemed that the board had had many opportunities to fix these problems and had not done so. She noted that if there was not a resignation at the top, then KPS needed to make this right from the ground up.

**IX. Reports and Recommendations**

**A. Approval of Parent Recommendation to Kalamazoo Regional Educational Service Agency Parent Advisory Council**

Dr. Rice presented to the board the recommendation of Ms. Angela Capitano to serve as a
parent representative from Kalamazoo Public Schools to the Kalamazoo Regional Educational Service Agency (KRESA).

**MOTION:** Moved by Trustee Hill, supported by Trustee Freedman, to approve the recommendation for approval of Angela Capitano to serve as a parent representative from Kalamazoo Public Schools to the Kalamazoo Regional Educational Service Agency.

Board discussion: none

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

**B. Summer 2017 Bond Projects**

Deputy Superintendent of Business, Communications and Operations Gary Start shared that summer had been very busy for the KPS facilities management department. He stated that it was important to keep KPS facilities up to date. Mr. Start thanked the voters and tax payers for their support so that KPS had the funds to do projects during the summer. He introduced Facilities Management Executive Supervisor Al Tyler and Executive Assistant Karen Jackson.

Mr. Tyler stated that he was pleased to have the opportunity to provide an update on the progress of work associated with the 2010 and 2013 bonds. He noted that the budgeted total for these projects was $1,200,101. Mr. Tyler stated that all projects had been completed and were in total $3,933 over budget. The projects were as follows:

**Woods Lake Elementary: A Magnet Center for the Arts:**
- new exterior digital marquee;
- replacement of all interior doors and hardware; and
- technology infrastructure installed for new classroom audio visual equipment.

**Milwood Magnet School: A Center for Math, Science and Technology:**
- new blue and beige student lockers.

**Hillside Middle School:**
- new red student lockers; and
- new exterior marquee.

**Phoenix High School:**
- new sidewalk up to Oakland Drive;
- exterior doors and frames replaced;
- installation of all new windows;
- translucent panel installed in the cafeteria;
- new classroom windows with blinds between the panes of glass;
- new tile flooring in the main entry;
- new tile wall behind the drinking fountains;
- student restrooms updated with new fixtures and finishes; and
- technology infrastructure installed for new classroom audio-visual equipment.

**Loy Norrix High School:**
- replacement of exterior doors, frames, windows and metal panel;
- construction in Units B, C, and part of D this past summer;
- turquoise lower metal panel being replaced with brick in the classrooms and
corridors;
• dark blue metal panel installed above the windows in some areas of building;
• corridor fin tube being replaced;
• courtyards in A, B, and C wings continuing to have glass from floor to ceiling; and
• two-year, approximately $5.9 million project continuing through next summer.

Mr. Tyler stated that planning and design for the new transportation complex had begun with construction anticipated to begin in the spring of 2018. Mr. Tyler thanked our architectural and engineering partners at TowerPinkster and our construction manager, The Skillman Corporation. He also thanked the many talented tradespeople who worked hard to ensure that KPS was ready for students and staff. Mr. Tyler thanked school-based administrators, teachers, and staff for cooperation and understanding. He thanked the maintenance, custodial, technology, food service, summer paint crew, transportation, and business and finance staffs. Mr. Tyler thanked Karen Jackson for her commitment and efforts throughout the year; Dr. Rice and members of the board; and Gary Start for their continued trust and support. He noted that the biggest thank you went to the taxpayers of the Kalamazoo community for their continued support of the students of Kalamazoo Public Schools.

Carol McGlinn thanked Mr. Tyler and Karen Jackson for the presentation. She stated that KPS had many older buildings and that keeping them running was an important job. Ms. McGlinn expressed her appreciation for all of the community support that allowed KPS to maintain its buildings and that she noted that she believed that KPS was a good steward of the projects.

Patti Sholler-Barber echoed Ms. McGlinn’s comments. She thanked Al Tyler and Karen Jackson.

Dr. Rice thanked Mr. Tyler and Ms. Jackson for their tireless work all year long. He noted that KPS buildings are older and require more care. Dr. Rice stated that he appreciated all of the skilled tradespeople and custodians. He also thanked the voters who support KPS.

Ms. Sholler-Barber shared that she spends a lot of time on playgrounds with her grandchildren during the summer. She marveled at what a community builder the beautiful playgrounds were. Ms. Sholler-Barber thanked Mr. Tyler and Ms. Jackson for the playgrounds.

X.  Other Business
None.

XI.  Comments by Trustees
Carol McGlinn stated that it was dyslexia awareness month. She noted that one in five students struggle in some way with a learning disability. Ms. McGlinn encouraged parents to pay attention to young children, ask questions, talk to teachers, and watch for warning signs of dyslexia. She stated that the earlier you catch dyslexia, the better KPS can remediate.

Ms. Hill encouraged people to check out the website VOTE411.org. She stated that this was a nonpartisan website from the League of Women Voters.

Patti Sholler-Barber stated that she had attended the National Junior Honor Society induction ceremony at Linden Grove Middle School. She stated that students needed a 3.5 grade point average or better to be inducted. Ms. Sholler-Barber noted that character, scholarship, leadership,
service, and citizenship were all part of the entrance requirements. She also stated that the Loy Norrix High School musical *Lend Me a Tenor* would be presented on October 27, 28, and 29, 2017.

Ms. Sholler-Barber noted that she was very aware of the conversation this evening. She stated that she had taught for 33 years and fully understood the situations that were discussed. Ms. Sholler-Barber explained that she understood the dilemma and is confident that KPS would work to create a culture that would encourage and be responsive to the situation that was presented this evening.

**Comments by the Superintendent**

Dr. Rice thanked the people who had attended this meeting as well as those who had come forward and spoken. He explained that KPS had a new grant, the Western Michigan University/Reading Now Network Grant, which would affect elementary school literacy over the next few years. Dr. Rice stated that more information on this important new support for schools would be forthcoming in the next few weeks.

Dr. Rice noted that every comment was a helpful comment and helped KPS better understand how it can improve what it does in the schools and community.

**XII. Closed Session (if needed)**

President Sholler-Barber did not call for a closed session, and adjourned the meeting at 8:19 p.m.

**XIII.** President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, November 16, 2017 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
President Patti Sholler-Barber called the special meeting to order at 5:40 p.m. in the Media Center of the West Main School Professional Development Center, 1627 West Main Street. The purpose of the meeting was to discuss the state recommended evaluation tools for the superintendent evaluation process.

Board members present: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Superintendent Dr. Michael Rice was also present.

Michigan Association of School Boards (MASB) Director of Leadership Development and Executive Search Services Donna Oser, and MASB Board Development Manager Debbie Stair delivered a presentation to the board on superintendent evaluation.

1. Board members discussed:
   - When to begin the superintendent evaluation process;
   - Defining goals;
   - How teacher evaluations fit into the process;
   - MASB board governance recommendations; and
   - Self-evaluation.

President Patti Sholler-Barber adjourned the meeting at 8:35 p.m.

Respectfully submitted by,

Jennie Hill, Secretary
Board of Education
I. Call to Order
President Patti Sholler-Barber called the November 16, 2017 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: Dr. Lauren Freedman, Ken Greschak, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Absent: TiAnna Harrison. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee presented The Woodward School for Technology and Research turn-around students Demya McDonald, second grade, and Omarion Robinson, fifth grade.

Also in attendance and introduced by Mr. Lee were Woodward Principal Frank Rocco and teachers Elizabeth Polso, Alyssa Stemler, and Heather Gatton. The students’ parents and family members in the audience were also recognized.

V. School Reports/Committee Reports
Committee Reports
Curriculum Committee – Carol McGlinn, chair, reported that the committee had met on November 8 and had reviewed the middle school and high school course and program recommendations, which the board will review at this meeting. Ms. McGlinn stated that the committee had also reviewed the strategic reading program in middle school. She noted that Community in Schools Kalamazoo (CISK) would hold an ugly sweater event at Bell’s Brewery on December 6 at 6:00 p.m.

President Sholler-Barber announced upcoming committee meeting dates:
- Evaluation/Accountability Committee would meet on November 21;
- Operations Committee would meet on November 28;
- Policy Committee would meet on November 28;
- Curriculum Committee would meet on December 13;
- Teaching and Learning Council would meet on December 14;
- Wellness Committee would meet on December 21; and
- Communities in Schools of Kalamazoo would meet on January 19.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of October 27 through November 16, 2017. (File #9.)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A.1. October 26, 2017 Regular
Meeting Minutes, VII.B. Purchase Recommendation 2018-07, and VII.C. Personnel Changes as amended.

Deputy Superintendent of Business, Communications, and Operations Gary Start reviewed purchase recommendation 2018-07 in the amount of $25,200 from the 2010 bond to replace boiler tubes at Northeastern Elementary School.

Ms. Sholler-Barber noted that the boiler to be replaced was 60 years old. She thanked the community for supporting the bond that made this purchase possible.

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

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

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

Ms. Sholler-Barber shared the public participation guidelines:
- According to Board Policy 1.2, speakers should each begin their comments by stating their name, address, and connection to interest in the Kalamazoo Public Schools and, if applicable, the organization that they represent.
- Speakers should be courteous and professional. The chairperson of this meeting may terminate public comments that are profane, vulgar, or defamatory. Speakers should refrain from identifying individuals when offering criticism.
- Speakers have three minutes each and must stop speaking promptly when signaled.
- Speakers may not address confidential student or personnel matters, but may submit such concerns to the board in writing.
- Speakers are reminded that the board will not respond to public comments, but that the administration may or may not follow up with speakers at some point regarding speaker comments.

*Beth Luppe, 6320 Torrington, Kalamazoo,* introduced herself and stated that she worked at Woods Lake Elementary: A Magnet Center for the Arts for the Gilmore Education Department. She stated that she was representing Moms Demand Action Against Gun Violence. Ms. Luppe thanked Dr. Rice for his swift response relative to several bills that had recently been fast-tracked to the house and senate. She noted that these proposed gun laws were very close to passage.

*Emily Brack, 2951 Valley Glenn Circle, Kalamazoo,* introduced herself as a member of the KPS community and a parent of three KPS students. Ms. Brack expressed her concern for the emotional and behavioral status of KPS students. She noted that KPS acknowledges that mental illness affects its children and the extra services that they often need; however, it seems KPS takes on more responsibility than it should be required to do. Ms. Brack stated that there is much lost time for teachers as they deal with behaviors of children with mental health challenges and how those behaviors affect other students who are on-task and able to learn. She stated that KPS must follow through with the plans and procedures that are in place and asked that there be real consequences and actions for disruptive behavior. Ms. Brack noted that KPS needs to reach out to its local police department and community agencies for additional help and services.
IX. Reports and Recommendations
A. Middle and High School Course and Program Recommendations for 2018-2019 – First Reading

Assistant Superintendent for Teaching and Learning Services Cindy Green reviewed the proposed course bulletin changes for 2018-2019 as follows:

- For the 2018-2019 school year, Hillside Middle School and Linden Grove Middle School will pilot an elective class called Automation and Robotics, which will provide an exciting opportunity for middle school students to engage in more technology, engineering, robotics, and programming.
- At the high school level, the photography class description is being updated to reflect changes made to this program.
- Last year, when we reported on Early Middle College (EMC), the board approved 35 offerings for students to attend EMC courses at Kalamazoo Valley Community College. We are updating the course titles, descriptions, and requirements to match the current status of those courses.
- In collaboration with the county Education for Employment (EFE) and Education for the Arts (EFA) programs, updates are being made for new course offerings. They include art courses, information technology courses, teacher academy, and a certified nurse assistant (CNA) program.
- The title of KPS high school reading class is being changed from Reading/Read 180 to Literacy Essentials in the Secondary Classroom.

Ms. Green thanked KPS middle and high school teachers; Coordinator of English Language Arts, Social Studies, and Library Services Angela Justice; Coordinator of Mathematics and Science Matthew Johnson; Director of Secondary Education Johnny Edwards; Director of Curriculum and Instruction Dr. Terina Harvey; and the other staff members who had provided input for the updated course bulletins.

Board discussion:
Carol McGlinn stated that she was very happy to see the middle school robotics class offered. She also noted that EFE was offering an Information Technology (IT) and a security class that can start as early as ninth grade and continue for four years of high school. Ms. McGlinn stated that KPS was also adding Chinese 3 classes and that she was thrilled to see the program continue to grow.

Patti Sholler-Barber concurred with everything that Ms. McGlinn had said. She stated that Early Middle College continued to grow. Ms. Sholler-Barber noted that she was excited to see robotics offered at the middle schools and that that was a very progressive move for KPS.

Dr. Lauren Freedman stated that she was very excited about the teacher academy and noted that this program would encourage students at an early age to look at teaching as a career.

Jennie Hill noted that she loved the certified nurse assistant program. She stated that this was a great way to learn and to see if you are interested in this area.

Dr. Rice acknowledged administrators in the audience: Director of Secondary Education Johnny Edwards, who was also doing double-duty as the interim principal at Loy Norrix High School; Director of Elementary Education Judy D’Arcangelis; Student Services Administrator Barry Smith; and Campus Security Chief Don Webster.
B. Approval of the Resolution of Support School Finance Research Collaborative

Alex Lee presented a video on the cost of educating a child, which can be seen by visiting this site: https://vimeo.com/ahptic/review/241549194/e4eb4bbf35.

Ken Greschak read the resolution into the record:

WHEREAS, the Michigan Constitution states that the legislature will maintain and support a system of free public elementary and secondary schools as defined by law; and

WHEREAS, Michigan ranks in the bottom half of the states nationally on a wide range of academic indicators; and

WHEREAS, the Governor’s 21st Century Education Commission stated that Michigan is one of only three states that has seen a decline in fourth-grade reading achievement since 2003; and

WHEREAS, the Commission further stated that Michigan needs to distribute efficiently its resources, and that efficient distribution requires a transparent calculation of what it costs to meet performance standards, and that students with greater educational needs should be provided with additional resources where needed to have an equal chance of meeting the state’s standards; and

WHEREAS, in 2016 the state of Michigan conducted a comprehensive statewide cost study (an adequacy study) to determine the sufficient resources per pupil to provide a public education that enables a pupil to demonstrate successful completion, in terms of proficiency, of all of the credit requirements of the Michigan Merit Curriculum and to determine whether public resources committed to public education are distributed in such a way that all children have an equal opportunity to succeed in school; and

WHEREAS, the state-funded adequacy study produced valuable information, but used only one methodology and did not fully examine special education costs, did not examine costs for pre-school, charter schools, career and technical education, high concentrations of poor students, geographically isolated schools, and/or very small school districts; and

WHEREAS, the way we fund Michigan’s public schools is fundamentally broken; and

WHEREAS, Michigan needs to develop funding formulas that efficiently and effectively distribute resources to support student success; and

WHEREAS, the state must re-examine its funding approach so ALL students, regardless of their circumstances, can achieve and succeed; and

WHEREAS, the School Finance Research Collaborative is a broad-based, diverse, and bipartisan group of business leaders and education experts, from Metro Detroit to the Upper Peninsula, who agree that it is time to determine the cost of education for all students pre-K-12 and then change how our schools are funded; and

WHEREAS, the School Finance Research Collaborative is supporting Michigan’s first comprehensive school adequacy study with the use of multiple methodologies to determine the cost of educating a student; and
WHEREAS, the School Finance Research Collaborative has hired the nation’s top two school finance research firms, which have a proven ability to combine the data generated from multiple research approaches to examine costs associated with key factors, including pre-school, poverty, special education, career and technical education, English language learners, at-risk students, and schools that are geographically isolated; and

WHEREAS, the School Finance Research Collaborative study will be the only statewide study ever performed to include a statewide panel to examine the costs faced by charter schools; and

WHEREAS, the research team will work with 20 educator panels involving more than 240 Michigan educators, including teachers, teacher leaders, principals, superintendents, school business officials, special education directors, and other specialists; and

WHEREAS, adequacy studies have been performed in more than 30 other states over the past 15 years, with over 90% of these studies using multiple methodologies, as the first step in considering any comprehensive school reform and school funding reform; and

WHEREAS, many states have conducted multiple adequacy studies to make sure lawmakers have the very best, most reliable, and valid information on what it costs to educate a student; and

WHEREAS, the School Finance Research Collaborative adequacy study is expected to be completed in early 2018, and will provide lawmakers and the public with the best, most accurate and most reliable information on what it truly costs to educate ALL Michigan students.

NOW, THEREFORE, BE IT RESOLVED that:

Kalamazoo Public Schools Board of Education supports the School Finance Research Collaborative and its efforts to determine the true cost of educating ALL Michigan pre-K-12 public school students.

MOTION: Moved by Trustee Greschak, supported by Trustee McGlinn, to approve the Resolution of Support School Finance Research Collaborative.

Board discussion:
Carol McGlinn stated that she had gone through many years of cutting the budget and still maintains that KPS needs adequate funding. She noted that children come to the school system with very different needs. Ms. McGlinn stated that it is important to let the state of Michigan know that public education needs additional funds to meet every student’s individual needs.

Jennie Hill stated that this research shows how important it is to keep in touch with our legislators and to know how each of them votes on funding for public education.

Patti Sholler-Barber stated that Michigan is one of only three states that had seen a decline in reading since 2003. She explained that the state of Michigan was desperately underfunding education and that the ramifications of this underfunding were huge. Ms. Sholler-Barber noted that we need to vote for legislators that support public education and will vote to provide adequate funding for public education.

Dr. Rice stated that it is the state of Michigan’s responsibility to properly fund public education and that the current funding was inadequate. He stated that this study would show the true cost of
educating all children. Dr. Rice noted that the state provides no additional funding for refugee students, no added funding for English Language Learners, inadequate dollars for poor children, and inadequate dollars for special needs children. Dr. Rice thanked Deputy Superintendent of Business, Communications, and Operations Gary Start, Assistant Superintendent of Teaching and Learning Services Cindy Green, Director of Special Education Rikki Saunders, Coordinator of, Early Childhood Education Elizabeth Spaner, Coordinator of Bilingual Education, English as a Second Language, and World Languages Ramona Fletcher, special education teacher at The Woodward School for Technology and Research Camilla Stewart, and principal at Arcadia Elementary School Greg Socha. He noted that these seven people had served on the study’s panels around the state on the true costs in their individual areas of education. Dr. Rice also noted that he was on the Steering and Technical Committee of the School Funding Research Collaborative.

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

X. Other Business
None.

XI. Comments by Trustees
Jennie Hill stated that she had attended the production of Lend Me a Tenor at Loy Norrix High School and had thoroughly enjoyed the performance. She noted that she was not happy about the proposed gun bills and asked community members to contact state legislators and ask them to vote against these gun bills.

Carol McGlinn stated that the KPS Board of Education had passed a policy that made it very clear that we do not want to see guns in our schools. She noted that she was very proud of that vote and that it was disheartening to see the state legislature take up these bills that would set aside local control.

Patti Sholler-Barber thanked Craig Herschleb for his leadership on the policy committee and for the community support of KPS to keep guns out of schools. Ms. Sholler-Barber congratulated Kalamazoo Promise staff on the PromiseNet 2017 Conference that had been held November 6 and 7. She also thanked the NAACP for its wonderful Freedom Fund Banquet on November 4. Ms. Sholler-Barber stated that she had also attended the Loy Norrix High School performance of Lend Me a Tenor, and had found the performance refreshing.

Ms. Sholler-Barber advised that she had attended the Cradle Kalamazoo annual meeting on November 16. She stated that the keynote speaker, Dr. Joia Crear-Perry, had talked about the direct correlation between the lack of education for parents and the rising rate of infant mortality, and the disparity of infant mortality rates between white babies and African American babies. Ms. Sholler-Barber praised YWCA of Kalamazoo CEO Dr. Grace Lubwama for her leadership in efforts to reduce the infant mortality rate.

Comments by the Superintendent
Dr. Rice noted the following:
- The state senate last week approved bills that would permit individuals with an extra eight hours of training to carry a gun concealed in schools, churches, bars, and stadiums. Our state senator, Senator O’Brien, voted with the majority in support of this bill. THERE IS NO LOCAL OPT-OUT OF THESE BILLS.
- Community members, if you agree with this stance, do nothing…and you will soon be permitted to carry concealed in schools. If you DISAGREE, contact your local legislator. The bills will be considered in the House of Representatives soon. Please contact
Representative Iden at his toll free number of 877-347-8061 and Representative Hoadley at 269-382-4676 to voice your feelings. Governor Snyder vetoed related legislation a number of years ago. He may need to do so again to stop this legislation from becoming law.

- The state legislature is considering a bill to permit charter schools to capture a portion of an Intermediate School District or “RESA’s” enhancement millage proceeds. If this legislation passed, it would take $352,000 in KRESA from local school districts, including $132,000 from KPS; $90,000 from Portage Public Schools; $37,000 from Gull Lake Public Schools; $27,000 from Vicksburg Public Schools; and additional smaller amounts from the five other KRESA local school districts.
- The KPS board and I are strongly opposed to these bills. If you are opposed, contact Senator O’Brien at 269-226-0124 or either of our state representatives previously mentioned.
- Mr. Prewitt has resigned from the district, and his resignation was on the personnel report that the board approved this evening.
- At our last board meeting, we shared with the board and community that, in light of our challenge with administrative candidates with substantial out-of-state experience, we needed to improve our vetting of these out-of-state administrative candidates. Here to tell us about how we have vetted in the past and what we are planning to add to our vetting procedures is Assistant Superintendent for Human Resources Ms. Sheila Dorsey-Smith.

Assistant Superintendent Dorsey-Smith shared the following information on current vetting procedures for all candidates, including out-of-state candidates:

- Applications are submitted via Applitrack (an online application system). The applications are screened after the posting is closed, and the strongest applicants receive a link to record a three-question video interview.
- After the video interviews are reviewed, an internet search is then performed for selected candidates. That search may reduce the candidate pool based on what is found during the search.
- Candidates are selected for round 1 interviews.
- Top candidates are selected for round 2 based on the scores and recommendations of each member of the interview team.
- Reference forms are sent out via Applitrack and telephone reference calls begin.
- Round 2 interviews take place.
- Unprofessional conduct forms are sent to districts for the top candidates.
- Telephone reference calls are made to other references/supervisors/superintendents.

Ms. Dorsey-Smith also noted new procedures or changes to current practices immediately put into place for out-of-state candidates or candidates with substantial out-of-state experience:

- We have joined the National Association of State Directors of Teacher Education and Certification (NASDTEC). The membership in this association will give us access to a members-only clearinghouse. According to the executive director, Phillip Rogers, access to the clearinghouse has only been available to local education agencies (that is school districts) since January 1, 2017. The clearinghouse provides the ability to check discipline regarding a teacher or administrator certificate throughout the country.
- We have changed the timing of when the unprofessional conduct form will be sent. In the past, this form was sent after an administrator was hired. We will now email the form to candidates at the beginning of the second round of interviews.
- At the same time, we are asking candidates to sign a release authorizing former employers to send personnel files and other non-exempt records if the unprofessional conduct forms
are not completed and returned. If needed, a Freedom of Information Act request will be submitted to request those files not sent under other requests.

- Another change to the out-of-state vetting process will include a search of the school board meeting minutes of the finalist candidate’s district for the preceding 12 months.
- Although we have performed internet searches in the past that disclosed information that we have used to disqualify a candidate, we are committed to improved searches by enlisting the aid of our technology department and seeking outside training on the subject. We will continue to grow in this area.

Ms. Dorsey-Smith concluded by stating that our goal is to improve our vetting of out-of-state candidates. Our students and families deserve to have the strongest administrators to lead our schools.

Patti Sholler-Barber noted that she was very pleased that KPS had joined the NASDTEC and added a search there of to its hiring procedures.

Dr. Rice noted that during the week of November 6, KPS had begun a new round of sexual harassment training for KPS administrators and that KPS anticipates more of this training in the district during the year.

Dr. Rice stated that it was with tremendous sadness that he acknowledged the passing of Kalamazoo Central High School English teacher Chris Bullmer. Chris was kindness and inspiration rolled into one terrific human being. He was also all about his mission. In 2010, he wrote,

> Some people believe in the God they worship.  
> Some people believe in the sports they play.  
> I believe in the students I teach.  
> Every one.

Mr. Bullmer taught children to express their feelings first on paper and then verbally, in public, skills that many children didn’t think that they had….skills that will now help them process Chris’s passing and all that Chris meant to them.

Dr. Rice read a poem that Mr. Bullmer wrote a number of years ago and subsequently presented as a slam poet. The poem sums up his spirit.

> Jerome  
> There is a subtle buzz that  
> Rises from a full classroom  
> A kinetic teaming that streams  
> Between students  
> Flows full force through the  
> Ears and eyes and those little minds  
> Blazing a straight path from the  
> Hands of the teacher.  
> Mostly we teach what is given  
> The answers laid out in the  
> Backs of books study guides  
> And student handouts.  
> But sometimes we must teach
Only from what we know
And I learned that from
3’11 5th grade Jerome.

He sat in the back of the class
With the extreme distance
Of a rain soaked horizon
Huddles in his chair head
Just about the tabletop
Looking lost right there where he
Was supposed to be.
In the middle of every art lesson I taught
I saw how cruel kids can become.
They called him imp, midget, monkey, elf,
Gnome, squirrel and one hundred other
Nicknames to remind him how
Tiny he really was.
Eventually he came up to me and
Said in these exact words,
"It must be golden to be tall"
Explaining that being small must be
All the things wrong in the world
Rolled into one.
For ten minutes I watched this little man cry
Thinking back to me at that age
Hovering over everyone
The teacher calling on me every time
She couldn't reach something
And my classmates called me tree,
Bean pole, giraffe, jolly green giant,
And they called me freak.
Fifth grade going home hunched over
Hoping I wouldn't grow anymore.
Looking down at Jerome,
Trembling tear shuttered
I saw his sketchbook open
To the perfect picture of a dragon devouring
A little boy in the back of a classroom.
I remember that drawing.
It was a tiger, the boy was taller but the picture
Was the same.
All I could tell Jerome that day
Was that it would all be O.K.
But this is what I was supposed to say....

There are words, whole worlds, and even wisdom
That we cannot possibly comprehend. You must be careful
When listening to what others have said.
Do not be discouraged.
The truth is that we are all imperfect to perfection,
All of us are screaming in opposite directions
We grow and rage and move and change
And sometimes we end up a little bit strange
But we are all golden
And your strength should not be broken
By those who would remind you
That they are flawed too
By insulting the way that you are made.

Jerome, remember
We are only as tall as the tops of our heads
Next time measure your spirit instead.

In the wake of Mr. Bullmer’s passing, many of our children remarked last night about his kindness and other lessons learned from him. Many demonstrated their efforts to emulate his kindness in different ways. Similarly, in the coming months, we seek to extend upon and deepen many of the initiatives that we have begun over the past few years in this area:

- Mentoring
- Culturally Responsive Education
- Positive Behavior Supports
- Capturing Kids’ Hearts
- Link Crew
- Where Everyone Belongs (WEB) and others

Dr. Rice concluded by stating that KPS is pleased that Family and Children’s Services and the YWCA will be working with KPS in this effort. He stated that KPS hopes and expects long-time partners Gryphon Place and Community Mental Health to join as well. Dr. Rice noted that ultimately, KPS expects its work on climate and culture to continue to mature and strengthen, and to empower children to partner with KPS to improve its social and learning environments in schools.

Ms. Sholler-Barber noted that she had been attending many of the first grade library visits, and was struck by the love of words and love of reading that the children expressed, both of which were things that Mr. Bullmer held dear.

XII. Closed Session (if needed)
President Sholler-Barber did not call for a closed session, and adjourned the meeting at 8:09 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, November 30, 2017 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
I. Call to Order
President Patti Sholler-Barber called the November 30, 2017 regular Board of Education meeting to order at 7:03 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: Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Absent Dr. Lauren Freedman. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following students.
- Kalamazoo Central High School 2017 State Cross Country participants and regional champions: Habtom Haish, Jackson Henning, Cian Johnson, Owen O’Neil, and Jalen Smith, seniors; John Sidwell, junior; and Nicholas Doane, sophomore; and
- Kalamazoo Central High School 2017 Cross Country regional champions: Nathan Peterson, Niko Philopoulos, Idrees Schieber, Caleb Sokolowski, and Jon Sullivan, seniors; Matthew Bau, Caleb Billings, Robert Kloosterman, Ethan Morgan (unable to attend), and Andrew Rudlaff, sophomores; Ben Meyer, August O’Neil, and Ian Pardee, freshmen. These individuals did not qualify for the state cross county championship, as those in the two previous bullets did.

Also in attendance and introduced by Mr. Lee were Director of Secondary Education/and interim Principal of Loy Norrix High School Johnny Edwards, Athletic Director Andrew Laboe, cross country coaches Greg Savicke, and Brad Schmidt. Kalamazoo Central High School Principal Valerie Boggan, Athletic Director Dylan Patterson, coaches Rex Hafer and Jonathan Langworthy, and assistant coach Megan Poolman. The students’ parents and family members in the audience were also recognized.

V. School Reports/Committee Reports
Committee Reports
Operations Committee – Ken Greschak, chair, stated that the committee had met on November 28 and had reviewed the unaudited enrollment figures, which indicate that student enrollment has increased by 56 students this year over last year. He stated that the committee had also reviewed the bond update and the list of potential projects for a new bond.

Evaluation & Accountability Committee – Jennie Hill, chair, reported that the committee had met on November 21 and had received an update on summer school. She shared that 722 elementary students had received instruction in reading and math and that 85% of those students had increased or maintained their math skills. Ms. Hill stated that the goal was to keep students engaged in learning, strengthen their skills in reading and mathematics, and avoid learning loss over the summer. She noted that there were 238 high school students enrolled in summer school. Ms. Hill
stated that 85% of those high school students attended school every day and earned a total of 345 credits. She shared that the committee also discussed the evaluation of Dr. Rice.

Policy Committee – Craig Herschleb, chair, stated that the policy committee had met on November 28 and had reviewed sexual harassment training and what the schedule and materials would be for the training. He shared that the committee had also discussed an advisory committee for appropriate language and behavior in the hallways in schools and that students were willing to help out and ensure that there is appropriate language and behavior in KPS schools.

President Sholler-Barber announced upcoming committee meeting dates:
- Evaluation/Accountability Committee would meet on December 12;
- Curriculum Committee would meet on December 13;
- Teaching and Learning Council would meet on December 14;
- Operations Committee would meet on December 19;
- Policy Committee would meet on December 19;
- Communities in Schools of Kalamazoo would meet on January 19; and
- Wellness Committee would meet on December 21.

School Reports
None.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of November 17 through November 30, 2017. (File #10)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. November 16, 2017 Regular Meeting Minutes, and VII.C. Personnel Changes.

MOTION: Implied to approve the Consent Calendar as presented.

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

VIII. Persons Requesting to Address the Board
None.

IX. Reports and Recommendations
A. Approval of Middle and High School Course and Program Recommendations for 2018-2019 – Second Reading.
Dr. Rice explained that the board hears policies in two readings. He stated the first reading had been done at the November 16, 2017 regular board meeting and was for the purpose of informing the community about what was being considered, sharing the draft policy, discussing it, answering any questions, and perhaps fine tuning the language. Dr. Rice advised that there had been no changes since the first reading. He stated that the second reading this evening was for the purpose of voting on the new policy.

MOTION: Moved by Trustee Greschak, and supported by Trustee Hill, to approve the recommendation for the approval of middle and high school course and program recommendations for 2018-2019.
Board discussion:
Trustee Greschak stated that he felt that these new class offerings were incredible. He noted that students in KPS can get exposure to so many varied options. Mr. Greschak shared some of the classes KPS was offering: Manga and Graphic Novel Arts, Jewelry and Metalsmithing, Media literacy, Introduction to Information Technology, Cyber Security, and Certified Nurse Assistant (CNA).

Trustee McGlinn agreed with Trustee Greschak. She stated that Information Technology and Cyber Security can be taken all four years in high school with great employment opportunities after high school graduation.

Patti Sholler-Barber stated that these programs really speak to the varied opportunities that KPS offers its students.

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

B. Annual State of the Schools Report
Superintendent Dr. Michael Rice presented the Annual State of the Schools Report.

1. Who We Are
- We are the Promise district.
- We are the open arms district.
- KPS has 140 refugee students enrolled in the last year and a half from Syria, Congo, Malawi, and other challenged countries.
- KPS has 1,053 English language learners.
- KPS has 1,579 special needs students.
- KPS students are:
  - 38.6% African American;
  - 36.8% White;
  - 13.0% Latino;
  - 9.6% Multi-ethnic;
  - 1.7% Asian American; and
  - 0.3% Native American
- KPS is 67% - 70% free or reduced-price lunch eligible, depending upon the year.
- Some KPS schools – Lincoln International Studies School, Edison Environmental Science Academy, Washington Writers’ Academy, The Woodward School for Technology and Research, Woods Lake Elementary: A Magnet Center for the Arts, Spring Valley Center for Exploration, and Northeastern Elementary – are 85% - 97% free or reduced-price lunch eligible, depending upon the year.
- KPS is gay and straight, bisexual and transgender.
- KPS is first-generation, second-generation, and multi-generation American.
- KPS is first-generation, second-generation, and multi-generation college goers.
- KPS is the largest, most diverse district in the region; and the second largest and the most diverse district on the west side of the state.
- KPS appreciates and values its diversity, and views it as part of its richness.
- KPS fights for public education.
  - With two other districts, KPS sued a number of years ago to stop MI-SAAS, an ill-conceived and illegal state accreditation system.
  - KPS lobbied to permit the use of Title I funds for the second half of full-day kindergarten.
  - KPS opposed legislation that would prohibit release-time for union leaders.
KPS opposed the Education Achievement Authority (EAA).

Most recently, with a lawsuit in partnership with Saginaw Public Schools, KPS beat back the state threat of closures of Washington, Woodward, and 36 other schools in the state.

KPS has an active lawsuit, along with Michigan Association of School Administrators (MASA), Michigan Association of School Boards (MASB), Michigan School Business Officials (MSBO), Middle Cities Education Association (MCEA), and the American Civil Liberties Union (ACLU) of Michigan, to oppose the state’s appropriation of public dollars to private schools.

KPS continues to participate in the fight for more state aid, both at risk and per pupil foundation allowance.

KPS fought legislation that would permit concealed weapons in schools.

KPS fought against charter schools taking a share of public school districts’ enhancement mileages.

II. Where we are

KPS Board Goals 1 and 2 - Reading and Math
- 2008 to 2013:
  KPS increased reading and math achievement on low-bar and high-bar state MEAP tests at rates faster than state increases.
- 2015:
  The state moved to M-STEP testing to replace MEAP testing.

M-STEP results spring 2016 v. spring 2017
- The Michigan Department of Education has established very high proficiency bars for M-STEP, which has produced low percentages of students statewide at or above proficiency.
- There is only one grade in only one subject (5th grade English language arts) in which students in the state test at more than 50% proficient (51%).
- Across the country, state test results and socioeconomic status are strongly correlated.
- KPS is approximately 50% poorer than the state’s schools as a whole.
- From 2016 to 2017, KPS raised scores in 5 of 6 grades in English Language Arts; the state scores went down in 5 of 6 grades. The gap with the state narrowed in 5 of 6 grades.
- From 2016 to 2017, KPS raised scores in 5 of 6 grades in math; the state raised scores in 5 of 6 grades. The gap with the state narrowed in all six grades tested.

M-STEP Grade 3 English Language Arts:
- KPS proficiency rate increased from 36% in 2016 to 37% in 2017, an increase of one percentage point;
- the state proficiency rate decreased from 46% in 2016 to 44% in 2017, a decrease of two percentage points; and
- the gap between the state proficiency rate and KPS proficiency rate from 2016 to 2017 decreased by three percentage points.

M-STEP Grade 4 English Language Arts:
- KPS proficiency rate increased from 37% in 2016 to 38% in 2017, an increase of one percentage point;
- the state proficiency rate decreased from 46% in 2016 to 44% in 2017, a decrease of two percentage points; and
- the gap between the state proficiency rate and KPS proficiency rate from 2016 to 2017 decreased by three percentage points.
M-STEP Grade 5 English Language Arts:
- KPS proficiency rate increased from 39% in 2016 to 45% in 2017, an increase of six percentage points;
- the state proficiency rate remained unchanged at 51%; and
- the gap between the state proficiency rate and KPS proficiency rate from 2016 to 2017 decreased by six percentage points.

M-STEP Grade 6 English Language Arts:
- KPS proficiency rate increased by a few tenths of one percentage point but, when rounded, was still flat at 32%;
- the state proficiency rate decreased from 45% in 2016 to 44% in 2017, a decrease of one percentage point; and
- the gap between the state proficiency rate and KPS proficiency rate from 2016 to 2017 decreased by one percentage point.

M-STEP Grade 7 English Language Arts:
- KPS proficiency rate decreased from 38% in 2016 to 34% in 2017, a decrease of four percentage points;
- the state proficiency rate decreased from 47% in 2016 to 45% in 2017, a decrease of two percentage points; and
- the gap between the state proficiency rate and KPS proficiency rate from 2016 to 2017 increased by two percentage points.

M-STEP Grade 8 English Language Arts:
- KPS proficiency rate increased from 35% in 2016 to 39% in 2017, an increase of four percentage points;
- the state proficiency rate decreased from 49% in 2016 to 48% in 2017, a decrease of one percentage point; and
- the gap between the state proficiency rate and KPS proficiency rate from 2016 to 2017 decreased by five percentage points.

M-STEP Grade 3 Mathematics:
- KPS proficiency rate increased from 33% in 2016 to 39% in 2017, an increase of six percentage points;
- the state proficiency rate increased from 45% in 2016 to 47% in 2017, an increase of two percentage points; and
- the gap between the state proficiency rate and KPS proficiency rate from 2016 to 2017 decreased by four percentage points.

M-STEP Grade 4 Mathematics:
- KPS proficiency rate declined by a few tenths of one percentage point but, when rounded, was still flat at 33%;
- the state proficiency rate decreased from 44% in 2016 to 42% in 2017, a decrease of two percentage points; and
- the gap between the state proficiency rate and KPS proficiency rate from 2016 to 2017 decreased by two percentage points.

M-STEP Grade 5 Mathematics:
- KPS proficiency rate increased from 25% in 2016 to 27% in 2017, an increase of two percentage points;
- the state proficiency rate increased from 34% in 2016 to 35% in 2017, an increase of one percentage point; and
- the gap between the state proficiency rate and KPS proficiency rate from 2016 to 2017 decreased by one percentage points.
M-STEP Grade 6 Mathematics:
- KPS proficiency rate increased from 21% in 2016 to 24% in 2017, an increase of three percentage points;
- the state proficiency rate increased from 33% in 2016 to 34% in 2017, an increase of one percentage point; and
- the gap between the state proficiency rate and KPS proficiency rate from 2016 to 2017 decreased by two percentage points.

M-STEP Grade 7 Mathematics:
- KPS proficiency rate increased from 21% in 2016 to 23% in 2017, an increase of two percentage points;
- the state proficiency rate increased from 35% in 2016 to 36% in 2017, an increase of one percentage point; and
- the gap between the state proficiency rate and KPS proficiency rate from 2016 to 2017 decreased by one percentage point.

M-STEP Grade 8 Mathematics:
- KPS proficiency rate increased from 21% in 2016 to 23% in 2017, an increase of two percentage points;
- the state proficiency rate increased from 33% in 2016 to 34% in 2017, an increase of one percentage point; and
- the gap between the state proficiency rate and KPS proficiency rate from 2016 to 2017 decreased by one percentage point.

In summary:
- KPS English Language Arts went up in 5 of 6 grades while the state went down in 5 of 6 grades. KPS gap with the state narrowed in 5 of 6 grades; and
- KPS math went up in 5 of 6 grades and the state went up in 5 of 6 grades as well. The gap with the state narrowed in all 6 grades tested.
- Dr. Rice thanked KPS teachers, administrators, support staff, students and community members for this achievement.

Reading Now Network (RNN) Grades 3-5 State Test Data Analysis:
Dr. Rice explained that the Reading Now Network was a network of several dozen school districts from Holland down through Grand Rapids in Region III to Kalamazoo and Battle Creek in Region VII. He stated that this network had existed for four years. KPS Region VII came into this network two years ago. Dr. Rice noted that this was an important network where districts shared literacy success stories, coaching success, and data analysis.

The charts below help to compare KPS schools to those of similar socioeconomic status (SES), as measured by free or reduced-price lunch percentage. The question becomes to what extent a school can outperform its socioeconomic peers. For example, how does Woods Lake Elementary School compare with schools of approximately 85 percent free or reduced-price eligibility? How does Winchell Elementary School compare to schools of roughly 35 percent free or reduced-price lunch eligibility?

Fall 2013 represents the last MEAP results in the state of Michigan. There were no MEAP results in the fall of 2014 as the state moved to M-STEP in the spring of 2015. The spring 2015 M-STEP results were widely perceived to be unreliable, and the state and the Reading Now Network did not widely use the results from spring 2015. However, both the state and the Reading Now Network have used the results of the springs of 2016 and 2017.
<table>
<thead>
<tr>
<th>Reading/ELA</th>
<th>Significantly Above SES Peers</th>
<th>Above SES Peers</th>
<th>Below Average Of SES Peers</th>
<th>Significantly Below Average of SES Peers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2013</td>
<td>Greenwood</td>
<td>Arcadia</td>
<td>Edison</td>
<td>Lincoln</td>
</tr>
<tr>
<td></td>
<td>Indian Prairie</td>
<td>El Sol</td>
<td>Northeastern</td>
<td>Woodward</td>
</tr>
<tr>
<td></td>
<td>Parkwood Upjohn</td>
<td>King-Westwood</td>
<td>Spring Valley</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Winchell</td>
<td>Milwood El</td>
<td>Washington</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Northglade</td>
<td>Woods Lake</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Prairie Ridge</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Winchell</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Woods Lake</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Spring 2016</td>
<td>El Sol</td>
<td>Arcadia</td>
<td>Indian Prairie</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Greenwood</td>
<td>Edison</td>
<td>Lincoln</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Parkwood Upjohn</td>
<td>King-Westwood</td>
<td>Northeastern</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Milwood El</td>
<td>Spring Valley</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Northglade</td>
<td>Washington</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Prairie Ridge</td>
<td>Woodward</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Winchell</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Woods Lake</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Spring 2017</td>
<td>Edison</td>
<td>Arcadia</td>
<td>Lincoln</td>
<td></td>
</tr>
<tr>
<td></td>
<td>El Sol</td>
<td>Indian Prairie</td>
<td>Northeastern</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Greenwood</td>
<td>King-Westwood</td>
<td>Spring Valley</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Northglade</td>
<td>Milwood El</td>
<td>Washington</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Parkwood Upjohn</td>
<td>Northglade</td>
<td>Woods Lake</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Winchell</td>
<td>Prairie Ridge</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Woods Lake</td>
<td>Winchell</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Washington</td>
</tr>
<tr>
<td>Mathematics</td>
<td>Significantly Above SES Peers</td>
<td>Above SES Peers</td>
<td>Below Average Of SES Peers</td>
<td>Significantly Below Average of SES Peers</td>
</tr>
<tr>
<td>-------------</td>
<td>-------------------------------</td>
<td>----------------</td>
<td>--------------------------</td>
<td>----------------------------------------</td>
</tr>
<tr>
<td>Fall 2013</td>
<td>Arcadia</td>
<td></td>
<td>Edison</td>
<td>Woodward</td>
</tr>
<tr>
<td></td>
<td>Greenwood</td>
<td></td>
<td>El Sol</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Indian Prairie</td>
<td></td>
<td>King-Westwood</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Northglade</td>
<td></td>
<td>Parkwood Upjohn</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Prairie Ridge</td>
<td></td>
<td>Winchell</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Spring 2016</td>
<td>El Sol</td>
<td>Arcadia</td>
<td>Indian Prairie</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Greenwood</td>
<td>Edison</td>
<td>Lincoln</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>King-Westwood</td>
<td>Milwood El</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Northglade</td>
<td>Northeastern</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Parkwood Upjohn</td>
<td>Spring Valley</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Prairie Ridge</td>
<td>Washington</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Winchell</td>
<td>Woods Lake</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Woods Lake</td>
<td>Woodward</td>
<td></td>
</tr>
<tr>
<td>Spring 2017</td>
<td>Edison</td>
<td>Arcadia</td>
<td>Indian Prairie</td>
<td>Washington</td>
</tr>
<tr>
<td></td>
<td>El Sol</td>
<td>King-Westwood</td>
<td>Northeastern</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Greenwood</td>
<td>Lincoln</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Winchell</td>
<td>Milwood El</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Northglade</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Parkwood Upjohn</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Prairie Ridge</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Winchell</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Woods Lake</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Woodward</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- Northwest Evaluation Association (NWEA)-Measures of Academic Progress (MAP) is a norm-referenced test, on which half the students nationally are considered above grade level and half below.
- NWEA-MAP is used in districts across the country. Millions of children have taken these assessments over the years, KPS has taken these assessments over the last three years.
Percentage of Elementary Students at or above Grade Level in Reading – NWEA

<table>
<thead>
<tr>
<th></th>
<th>Fall 2016</th>
<th>Spring 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>KPS</td>
<td>45%</td>
<td>46%</td>
</tr>
<tr>
<td>Nation</td>
<td>50%</td>
<td>50%</td>
</tr>
</tbody>
</table>

Percentage of Middle School Students at or above Grade Level in Reading – NWEA

<table>
<thead>
<tr>
<th></th>
<th>Fall 2016</th>
<th>Spring 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>KPS</td>
<td>41%</td>
<td>48%</td>
</tr>
<tr>
<td>Nation</td>
<td>50%</td>
<td>50%</td>
</tr>
</tbody>
</table>

Percentage of Elementary Students at or above Grade Level in Math – NWEA

<table>
<thead>
<tr>
<th></th>
<th>Fall 2016</th>
<th>Spring 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>KPS</td>
<td>40%</td>
<td>42%</td>
</tr>
<tr>
<td>Nation</td>
<td>50%</td>
<td>50%</td>
</tr>
</tbody>
</table>

Percentage of Middle School Students at or above Grade Level in Math – NWEA

<table>
<thead>
<tr>
<th></th>
<th>Fall 2016</th>
<th>Spring 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>KPS</td>
<td>34%</td>
<td>37%</td>
</tr>
<tr>
<td>Nation</td>
<td>50%</td>
<td>50%</td>
</tr>
</tbody>
</table>

**Board Goal 3 – Writing**
- From 2008-2013, KPS increased writing achievement on low-bar and high-bar state MEAP tests at rates faster than state increases.
- In 2015, the state moved to M-STEP testing with an English language arts test instead of separate reading and writing tests. This makes it impossible to measure writing achievement separate from reading achievement. The board asked the administration to continue, in spite of the lack of output measures, to work to improve writing.
- KPS implemented a new elementary writing series this year in grades 4 and 5 which is getting high marks from both teachers and parents. KPS plans to implement this program next year in grades K-3.

**Board Goal 4 – Advanced Placement Progress**
- From 2007-08 through 2017-18, the number of KPS students taking Advanced Placement (AP) courses increased by 177 percent.
• During the same period, the number of AP courses taken by our students increased by 258 percent.
• The number of African American students taking AP courses increased by 228 percent.
• The number of economically disadvantaged students taking AP courses increased by 400 percent.
• The number of Hispanic students taking AP courses increased by 1,163 percent.
• From 2007-08 to 2017-18 the number of AP tests earning college credit increased nine consecutive years, from 143 to 503 tests (a total increase of 252 percent).
• In each of the last five years, the percentage of tests earning college credit increased, with last year’s percentage at 48 percent.

**Board Goal 5 - KPS graduation rates**

- More students graduated in 2017 than in any year post-Promise (in any year since 2005).
- KPS graduated 467 students in June 2005, five months before the Promise was announced.
- KPS graduated 650 students in 2017.
- The Michigan Department of Education will announce 2017 graduation rates this winter. KPS expects graduation rates to rise again.

<table>
<thead>
<tr>
<th>KPS Rolling 3-Year Graduation Rates</th>
<th>(4-Year Cohort)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009-11</td>
<td>2010-12</td>
</tr>
<tr>
<td>63.7%</td>
<td>65.4%</td>
</tr>
<tr>
<td>2011-13</td>
<td>2012-14</td>
</tr>
<tr>
<td>66.2%</td>
<td>67.7%</td>
</tr>
<tr>
<td>2013-15</td>
<td>2014-16</td>
</tr>
<tr>
<td>68.3%</td>
<td>69.6%</td>
</tr>
</tbody>
</table>

Increases 5 years in a row

<table>
<thead>
<tr>
<th>KPS Rolling 3-Year Graduation Rates</th>
<th>(5-Year Cohort)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009-11</td>
<td>2010-12</td>
</tr>
<tr>
<td>69.4%</td>
<td>70.5%</td>
</tr>
<tr>
<td>2011-13</td>
<td>2012-14</td>
</tr>
<tr>
<td>71.9%</td>
<td>73.5%</td>
</tr>
<tr>
<td>2013-15</td>
<td>2014-16</td>
</tr>
<tr>
<td>73.6%</td>
<td>74.7%</td>
</tr>
</tbody>
</table>

Increases 5 years in a row

<table>
<thead>
<tr>
<th>KPS Graduation Rates</th>
<th>(4 –Year Cohort)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>2014</td>
</tr>
<tr>
<td>65.2%</td>
<td>68.8%</td>
</tr>
<tr>
<td>2015</td>
<td>2016</td>
</tr>
<tr>
<td>71.0%*</td>
<td>69.0%</td>
</tr>
</tbody>
</table>

*Highest rate in 9 years under the new federal formula
Graduation Rates: KPS v. Other Districts (4-Year Cohort)

<table>
<thead>
<tr>
<th>District</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flint</td>
<td>64.1%</td>
</tr>
<tr>
<td>Grand Rapids</td>
<td>65.5%</td>
</tr>
<tr>
<td>KPS</td>
<td>69.0%</td>
</tr>
<tr>
<td>Lansing</td>
<td>54.3%</td>
</tr>
<tr>
<td>Saginaw*</td>
<td>74.2%</td>
</tr>
</tbody>
</table>

* Saginaw has no alternative high schools. Students needing that environment leave Saginaw to go to other schools out of district, leaving them out of these percentages.

KPS Graduation Rates (5-Year Cohort)

<table>
<thead>
<tr>
<th>Year</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>72.4%</td>
<td>73.3%</td>
<td>78.3%*</td>
</tr>
</tbody>
</table>

*Highest rate in 9 years under the new federal formula

Graduation Rates: KPS v. Other Districts (5-Year Cohort)

<table>
<thead>
<tr>
<th>District</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flint</td>
<td>65.1%</td>
</tr>
<tr>
<td>Grand Rapids</td>
<td>61.1%</td>
</tr>
<tr>
<td>KPS</td>
<td>78.3%</td>
</tr>
<tr>
<td>Lansing</td>
<td>66.1%</td>
</tr>
<tr>
<td>Saginaw</td>
<td>80.5%</td>
</tr>
</tbody>
</table>

Board Goal 6 – Continuation of improvement of district marketing and of service to our children and families

- Expansion of Early Middle College programs with Kalamazoo Valley Community College (KVCC) from 4 to 8 to 35.
- Adoption of a new K-5 math series.
- Adoption of a new K-5 writing series.
- Parents and students able to view the status of student high school credits online through the Home Access Center.
- Expansion of computer access for students.
- Introduction of an updated website and training of building personnel on school webpages.
- Growth of the district Facebook page, with added news, pictures, and video.
- Michigan Health Endowment Fund grant/5 mental health therapists at five elementary schools.
- Attendance monitoring.
- Adverse Childhood Experiences Training.
- More classroom Chromebooks.
• Reading Now Network/Western Michigan University federal grant/seven schools in cohort.
• Pre-K/Early Childhood Education Marketing.
• Kindergarten Promise events.
• Books sent to almost 4,000 3rd to 6th graders in the summer.
• Mirrors of Me: Children Seeing Themselves in Their Literature Conference, co-sponsored by KPS at Western Michigan University along with MASA, MASB, MASSP, Middle Cities, KRESA, the Reading Now Network, and the Michigan Department of Education.
• Culturally Responsive Education.
• Department of Human Services Pathways to Potential: Woods Lake Elementary: A Magnet Center for the Arts, Spring Valley Center for Exploration, Northeastern Elementary School, Lincoln International Studies School, Edison Environmental Science Academy, and Milwood Elementary School.
• An increase from no food pantries in KPS schools two years ago to eight currently, with a ninth to be added very soon, in partnership with Loaves and Fishes.

**Board Goal 7 -- Improvement of career awareness, exploration, and development in the middle years of development**

• Participated in a countywide committee on expanding middle grade career awareness, exploration, and development.
• Added an emphasis on careers in summer school.
• Expanded Early Middle College programs from 4 to 8 to 35.
• Participated in MiCareerQuest for 8th graders.
• Created a district committee on career awareness, expansion, and development.
• Helped to create a new countywide committee to review middle school and high school career awareness, exploration, and development, and to seek recommended changes.

**III. Where have we been**

**KPS Highlights: 2008**

• Strategic plan expectations for students and supporting adults.
• Curriculum management audit.
• Creation of El Sol Elementary School, the only dual language program in the county.
• Creation of the Middle School Alternative Learning Program, the only middle school alternative school in the county.
• Quintupling of full-day kindergarten students and new full-day kindergarten curriculum.
• Construction and opening of Prairie Ridge Elementary School, the first newly constructed school in KPS in 36 years.
• Expansion of Advanced Placement (AP) courses, course selections, and recruitment.
• Enhancement millage renewal.

**KPS Highlights: 2009**

• Expansion of Advanced Placement courses, course selections, and recruitment.
• Middle and high school boundary changes based on socioeconomic status.
• Pre-K – 5 parent checklists developed and distributed for the first time.
• New advanced middle school English Language Arts (ELA) and math courses.
• Construction and opening of Linden Grove Middle School.

KPS Highlights: 2010
• New middle school math materials.
• New six-period middle school schedule adopted.
• New middle school strategic reading and strategic math courses.
• First year of Bronco Buds, an annual partnership with Western Michigan University to have 1,000 6th grade students experience life on a college campus.
• New five-period, three trimester high school schedule adopted.
• Expansion of advanced placement courses, course selections, and recruitment.
• First year of all sixth grade students receiving books in the summer.
• $62 million bond approval.
• President Obama’s speech at Kalamazoo Central High School graduation as the prize for the Race to the Top Commencement Challenge.

KPS Highlights: 2011
• $6 million budget cut.
• Extensive new teacher evaluation process adopted.
• Lift Up Through Literacy parent education and Family Literacy Program pilot at four sites in the community.
• Enhancement millage renewal.

KPS Highlights: 2012
• $1.4 million budget cut.
• Completion of elementary universal breakfast. In total KPS serves 270,000 more breakfasts than in 2007.
• Lift Up Through Literacy parent education and family Literacy Program expansion throughout the community.
• Expansion of the summer book program to include grades 5 and 6.

KPS Highlights: 2013
• $1.1 million budget cut.
• Restructuring of Phoenix High School.
• New K-5 English Language Arts series adopted.

KPS Highlights: 2014
• Restructuring of the Teaching and Learning Services Department.
• Beginning of the restructured Phoenix High School.

KPS Highlights: 2015
• Passage of the countywide special education millage, the only such millage in the state to pass on the same ballot as the state’s transportation millage.
• Opening of the new Washington Writers’ Academy.
• Beginning of mentoring program, with male staff mentoring male students.
KPS Highlights: 2016
- Addition of coaches in literacy and math.
- Creation of Kalamazoo Innovative Learning Program.
- Milwood Elementary, partially renovated, partially newly constructed, re-opened for business.
- High school Chinese and Advanced Placement French pilot.
- Expansion of culturally responsive professional development to elementary school staff.
- Expansion of KPS mentoring to female staff and male community members mentoring students. In total, 421 staff and community members mentored 1,696 students in 6,830 weekly mentoring sessions.

KPS Highlights: 2017
- 15 capital projects in five schools, including Loy Norrix High School windows.
- Expansion of high school Chinese to Chinese 2.
- Expansion of Early Middle College programs from 8 in 2016 to 35 in 2017.
- Kalamazoo Valley Community College Early Middle College offerings:
  - Associate degrees:
    - Accounting
    - Administrative assistant
    - Art
    - Biology
    - Business administration
    - Computer science
    - Criminal justice
    - Culinary arts and sustainable food
    - Elementary education
    - Engineering
    - Fisheries/natural resources
    - Graphic design
    - Information technology support
    - Secondary education
    - Social work
  - Certificates:
    - Administrative support
    - Graphic design
    - Machinist
    - Office management
  - Certificate of Achievement:
    - Auto brakes
    - Auto suspension/steering
    - Auto computer-assisted design
    - Computer numeric control
    - Dietary manager
    - Help desk
    - Inventor
• Machine tool operator
• Network manager
• Office support specialist
• Personal computer support technician
• Software support specialist
• Welding technologies
• Work processing specialist
• Culinary arts and sustainable food
• New K-3 math materials and curriculum guides (grades 4-5 next year).
• New grades 4-5 writing materials and curriculum guides (grades K-3 next year).
• Enrollment increased for 10th year in the 12 years post-Kalamazoo Promise. KPS enrollment is up more than 2500 students (approximately 25 percent) in 12 years.
• Bridge Magazine named 54 Michigan high schools as 2017 Academic State Champions. Both Loy Norrix High school and Kalamazoo Central High school made the list.
• In the category in which 55 percent or more of students were eligible for a free or reduced price lunch, Kalamazoo Central High school was 4th among 141 high schools in Michigan.
• In the category in which 55 percent or more of students were eligible for a free or reduced price lunch, Loy Norrix High School was 1st among 141 high schools in Michigan.

IV. Where we are going: selected challenges for the year

A. Dignity and respect for all students, especially those who are poor, special needs, English Language Learners, lesbian, gay, LGBTQ, or refugees.

B. Student achievement: continued improvement, especially in our high-poverty schools.

C. New elementary math series. Grades K-3 this year and grades 4-5 next year, with the exception of Washington Writers’ Academy and The Woodward School for Technology and Research, which are implementing grades K-5 this year.

D. New elementary writing series: grades 4-5 this year and grades K-3 next year, with the exception of Washington Writers’ Academy and The Woodward School for Technology and Research, which are implementing K-5 this year.

E. Early Literacy/Literacy more broadly:
   • Reading Now Network in the region;
   • Springboarding off the Mirrors of Me/Diversity in Literature conference;
   • State’s Literacy essentials;
   • Third grade reading law work:
     • Instructional coaching;
     • Individual reading improvement plans; and
     • Interventions.

F. Strengthening of Multi-Tiered System of Support (Academics):
   • Elementary intervention blocks;
   • Differentiation of instruction, especially in language arts and math;
   • Secondary strategic courses;
   • Academic needs of special needs students; and
   • Increased data analysis.
G. Strengthening of Multi-Tiered System of Support (Behavior).
   • Mentoring:

<table>
<thead>
<tr>
<th>Mentors</th>
<th>Mentees</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>361</td>
<td>1536</td>
<td>Staff</td>
</tr>
<tr>
<td>60</td>
<td>160</td>
<td>Community</td>
</tr>
<tr>
<td>421</td>
<td>1696</td>
<td>Totals</td>
</tr>
</tbody>
</table>

   • Culturally Responsive Education:
     • Third year for secondary school staff, and
     • Second year for elementary school staff.
   • Trauma Informed Care:
     • Professional development with select staff.
   • Michigan Health Endowment Fund grant (in partnership with Communities in Schools-Kalamazoo and Family and Children Services):
     • Edison;
     • Washington;
     • Woodward;
     • Woods Lake; and
     • Northeastern.
   • Safe and civil schools:
     • Training with KPS and KRESA school staff by Dr. Randy Sprick.

H. Refugee Students.
I. Work with the School Finance Research Collaborative regarding adequate state funding.
J. Attendance.
K. Sexual Harassment Training for staff members.
L. Bond Development:
   • Bond work in all 26 KPS schools in the last 10 years.
   • Three newly constructed schools and one partially newly constructed school in the last nine years.
   • Two re-opened, renovated, and re-themed schools and one purchased and renovated school in the last nine years.
   • 2017 summer bond work at Hillside Middle School, Loy Norrix High School, Milwood Magnet School, Phoenix High School, and Woods Lake Elementary School;

Summary:
With the work of our teaching staff, support staff, and administrative staff and with the support of more than 200 community partners, every major academic indicator, including in all board goals, improved in the last several years. KPS enrollment increased by more than 2,500 students (approximately 25 percent) in 12 years. Outside of academics (bond work, program development, and community engagement), KPS progressed as well. We have made very significant progress. To paraphrase Robert Frost, however, we have miles to go before we sleep.
Board Discussion:

Patti Sholler-Barber thanked media for being at this important meeting.

Jennie Hill stated that she was proud to be a KPS board member and proud to acknowledge the efforts made by everyone, including teachers, staff, food service, bus drivers, administrators, and coaches. She noted that these people are keeping students engaged in school and looking to the future.

Carol McGlinn stated that she was proud of this board. She noted that she had been here for nine years and was impressed with the board continuing to focus on and adjust goals as necessary. Ms. McGlinn shared that KPS was generating improvements, and graduation rates were increasing. She thanked the entire staff and stated that it takes the dedicated work of everyone in the district to make these improvements.

Ken Greschak stated that he had loved how the presentation began with the highlighting of KPS’s diversity. He believed that it made a profound argument for choosing KPS schools. Mr. Greschak stated that not only did KPS offer a quality education, superior staff, and some of the best buildings in the state, but that KPS was surrounded in diversity that is its community.

Patti Sholler-Barber stated that she was bursting with pride in this district. She complimented Dr. Rice on how informative the presentation was and wanted to highlight some items:

- Increasing AP classes and their positive impact on students;
- The socioeconomic relevancy of KPS statistics and the comparison of them with other similar socioeconomic districts;
- Commitment to the challenge of increasing math scores;
- Continued sexual harassment training of staff;
- Mental health challenges nationally, without proper funding a burden on communities;
- WMU welcoming KPS 6th graders to its campus and the great show of support for KPS;
- Successful bonds;
- Loy Norrix High School and Kalamazoo Central High School both on the Bridge Magazine 2017 Academic State Champions list; and
- Early Middle College programs and their value to KPS students.

Ms. Sholler-Barber thanked Gary Start, the media and the over 200 community partners, the board for its goals and holding to the goals, the senior administrative staff for continued dedication, and Dr. Rice for all he does for this district.

X. Other Business
   None.

XI. Comments by Trustees
   None.

   Comments by the Superintendent
   None.

XII. Closed Session (if needed)
   President Sholler-Barber did not call for a closed session, and adjourned the meeting at 8:38 p.m. p.m.
XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, December 21, 2017 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
President Patti Sholler-Barber called the special meeting to order at 5:45 p.m. in the Media Center of the West Main School Professional Development Center, 1627 West Main Street. The purpose of the meeting was to discuss the results of a survey on opinions of a future bond proposal, views on bond components, and related education issues done by EPIC MRA.

Board members present: Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Absent: Dr. Lauren Freedman. Superintendent Dr. Michael Rice was also present.

Mr. Bernie Porn delivered a presentation to the board on results of a survey pertaining to bonds and millages. This survey showed positive results and would help the board and the bond committee determine what would be a fair bond amount and what improvements voters would most likely vote yes on in May.

The board discussed a possible summer slide reduction pilot for two elementary schools, Washington Writers’ Academy and The Woodward School for Technology and Research.

President Patti Sholler-Barber adjourned the meeting at 8:20 p.m.

Respectfully submitted by,

Jennie Hill, Secretary
Board of Education
I. Call to Order
President Patti Sholler-Barber called the December 21, 2017 regular Board of Education meeting to order at 7:04 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee presented Northeastern Elementary School turnaround students: Cartier Nabors and Jamayla Ells, second grade; Thomas Doniazi, fourth grade; and Navia Morris, fifth grade.

Also in attendance and introduced by Mr. Lee were Northeastern Elementary School Principal Mitch Hawkins and fifth grade teacher Mr. Tim Smith. The students’ parents and family members in the audience were also recognized.

V. School Reports/Committee Reports
Committee Reports
Operations Committee – Ken Greschak, chair, stated that the committee had met on December 19 and had reviewed the food service budget and an update on bond committee progress.

Curriculum Committee – Carol McGlinn, chair, stated that the committee had met on December 13 and had discussed instructional technology and the restructuring of strategic reading in middle school.

Policy Committee – Craig Herschleb, chair, stated that the committee had met on December 19 and had received an update on sexual harassment training and who was scheduled to be trained.

Wellness Committee – Ken Greschak, representative, stated that the committee had met on December 21 and had received an update on filtered water stations in KPS school buildings. Mr. Greschak noted that the committee had also had a presentation from Chartwells Food Service that explained its efforts in nutrition education.

School Reports
None.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of December 1 through December 21, 2017. (File #11.)
VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. November 30, 2017 Regular Meeting Minutes; VII.B. Purchase Recommendations 2018-08, 2018-09, 2018-10, and 2018-11; and VII.C. Personnel Changes.

Deputy Superintendent of Business, Communications, and Operations Gary Start reviewed the purchase recommendations:
- 2018-08 in the amount of $716,500.00 from the 2013 bond for the purchase of 2,000 Lenovo N42-20 14” touchscreen Chromebooks and 50 charging carts to be placed in all secondary science classrooms for instructional purposes;
- 2018-09 in the amount of $1,005,267.80 from the 2013 bond to purchase 2,720 Lenovo N42-20 14” touchscreen Chromebooks and 85 charging carts to be placed in all fourth and fifth grade classrooms;
- 2018-10 in the amount of $248,040.00 from the 2013 bond to purchase 780 Lenovo N23 Yoga 11.6” touchscreen Chromebooks to be distributed to all teachers; and
- 2018-11 in the amount of $129,228.09 ($81,418.67 from general education funds and $47,809.42 from special education funds) to purchase Read 180 Universal for the middle school strategic reading classes.

Deputy Superintendent Start noted that the current Chromebooks in use in fourth and fifth grades would be moved to second and third grades. Dr. Rice stated that this was part of the KPS effort to expand technology throughout the district. Deputy Superintendent Start explained that, without a bond, this purchase would be either a major strain on the general fund budget or simply not affordable.

Trustee Freedman stated that she was supporting the purchase of Read 180 materials with some reluctance. She shared her belief that national reading programs tend to lack a research base and tend not to connect to students’ interests or background knowledge, or to academic content in science and social studies. Trustee Freedman indicated that she was supporting the purchase as she understood the development of the middle school strategic reading curriculum to be a work in progress, and that she was very excited about the development of diverse classroom libraries. She thanked Assistant Superintendent of Teaching and Learning Services Cindy Green, Director of Curriculum and Instruction Dr. Terina Harvey, and Coordinator of English Language Arts, Social Studies, and Library Services Angela Justice for facilitating the development of a curriculum for the middle school strategic reading classes that focuses on KPS students specifically, and what they each bring to the classroom in terms of background knowledge and academic skills.

MOTION: Implied to approve the Consent Calendar as presented.

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

VIII. Persons Requesting to Address the Board
President Sholler-Barber shared the public participation guidelines:
- According to Board Policy 1.2, speakers should each begin their comments by stating their name, address, and connection to/interest in the Kalamazoo Public Schools and, if applicable, the organization that they represent.
• Speakers should be courteous and professional. The chairperson of this meeting may terminate public comments that are profane, vulgar, or defamatory. Speakers should refrain from identifying individuals when offering criticism.
• Speakers have three minutes each and must stop speaking promptly when signaled.
• Speakers may not address confidential student or personnel matters, but may submit such concerns to the board in writing.
• Speakers are reminded that the board will not respond to public comments, but that the administration may or may not follow up with speakers at some point regarding speaker comments.

Tillana Jones, 748 Douglas, Kalamazoo, introduced herself as a parent whose son had been tased by a Kalamazoo Township Police officer at Kalamazoo Central High School. She stated that she had viewed the video and that her son was under control by campus safety officers and not a threat to anyone when the tasing occurred. Ms. Jones noted that her son was then handcuffed and arrested by the police officer. She stated that she did not believe KPS was supporting her son in her disagreement with the township over this incident.

Pastor Strick Strickland, Second Baptist Church, 1207 North Prairie, Kalamazoo, stated that he understood the instructions regarding dialog with the board; however, he asked if any board member would comment on the situation with the student at Kalamazoo Central High School. President Sholler-Barber explained that this time was for the public to speak and for the board to listen. Pastor Strickland requested that the board make a public statement to help the community understand the position of the district on this situation.

IX. Reports and Recommendations
A. Bond Survey Report
Deputy Superintendent Start introduced Mr. Bernie Porn from EPIC MRA, who noted the following voter survey results regarding opinions on a potential bond proposal, views on bond components, and related education issues:

1. Willingness to vote Yes for a modest millage increase
   • Definitely Yes 26%
   • Probably Yes 33%
   • Total YES vote 59%
   • Definitely No 8%
   • Probably No 6%
   • Total NO vote 14%
   • Undecided 27%
   • 2012 Results Yes 63%
   • 2009 Results Yes 53%
   • 2006 Results Yes 54%

2. Vote on a $117 million bond proposal – 1.5 mill increase
   • Definitely Yes 39%
   • Probably Yes 29%
   • Lean Yes 3%
   • Total YES vote 71%
   • Definitely No 10%
   • Probably No 12%
   • Lean No 0%
   • Total NO vote 22%
3. Vote on an $87 million bond proposal – 1 mill increase.
   - Definitely Yes 48%
   - Probably Yes 27%
   - Lean Yes 1%
   - Total YES vote 76%
   - Definitely No 11%
   - Probably No 6%
   - Lean No 0%
   - Total NO vote 17%
   - Undecided 7%

4. Vote on a $68 million bond proposal – 1/2 mill increase.
   - Definitely Yes 58%
   - Probably Yes 21%
   - Lean Yes 0%
   - Total YES vote 79%
   - Definitely No 9%
   - Probably No 4%
   - Lean No 1%
   - Total NO vote 14%
   - Undecided 7%

5. NO voters were significantly more motivated to vote than YES voters on a scale of zero to ten with ten meaning most motivated.
   - Mean
     - 8.095 YES voters
     - 8.495 NO voters

6. Improvements supported by the highest to lowest percentages.
   - Funding the continued upkeep of existing buildings by upgrading roofs, boilers, and parking lots estimated to cost $35 million.
     - 81% Total support (51% strong support) - 12% opposed.
   - Replacing outdated computers and making other technology improvements in the district at an estimated cost of $9 million.
     - 76% Total support (47% strong support) – 17% opposed.
   - Although almost all buildings have buzzer systems to admit visitors and extensive camera systems, security could be improved if offices were relocated so that visitors must enter the building directly into the office. It is estimated that the relocation of these offices would cost $4 million.
     - 71% Total support (41% strong support) – 21% opposed.
   - The district’s central kitchen is presently located at the Community Education Center. It is inefficient and not conducive to scratch cooking of food by using basic ingredients rather than buying meals already prepared. Construction of a new facility would increase the opportunity for scratch cooking that could be transported to schools. It is estimated that this facility would cost $5 million.
     - 70% Total support (38% strong support) – 22% opposed.
   - Based on an independent facilities assessment, one older building would be substantially or totally replaced at an estimated cost of $26 million.
     - 56% Total support (25% strong support) – 20% opposed.
Based on the same facilities assessment, two older buildings may have to be substantially or totally replaced at an estimated cost for both buildings of $41 million.

- 53% Total support (24% strong support) – 23% opposed.

The ability for district athletes to train in inclement weather is very limited. Indoor multi-purpose athletic practice facilities at Kalamazoo Central High School and Loy Norrix High School at an estimated cost of $12 million.

- 51% Total support (22% strong support) – 40% opposed.

7. Single most important project to fund in next year or two.

- Funding continued upkeep of existing buildings 28%
- Replacement of outdated computers/ technology improvements 18%
- Relocation of school offices for visitor entrance 17%
- Construction to substantially/ totally replace older schools 16%
- A new central kitchen to allow scratch cooking 9%
- Building multi-purpose athletic practice facilities 2%

8. What information would be most useful in deciding how to vote.

- More knowledge/ specific details about the proposal 35%
- Purpose of funding/ how money will be spent 24%
- Specific schools that will be rebuilt 12%
- Informing the public about the proposal 11%
- Wants to know about benefits of the proposal 6%
- Nothing (volunteered) 2%
- Other (less than 1% each) 3%
- Undecided 7%

9. Awareness of factual statements about KPS.

- KPS graduated more students in 2017 than in any year during the Promise era, almost 200 more than in 2005, when the Kalamazoo Promise was announced.
  - 62% aware (33% very aware) – 38% little/ not aware.
- In the last several years, KPS has improved every major academic indicator for student performance.
  - 59% aware (21% very aware) – 39% little/ not aware.
- In the last nine years, KPS has doubled the number of high school students taking Advanced Placement courses, our toughest courses.
  - 55% aware (28% very aware) – 44% little/ not aware.
- KPS has almost doubled the number of pre-kindergarten slots and quintupled full-day kindergarten in the last several years.
  - 45% aware (23% very aware) – 55% little/ not aware.
- Last year, 421 staff and community members mentored 1,696 students in the district.
  - 35% aware (14% very aware) – 65% little/ not aware.

10. Voter perception of whether KPS has improved in the past five years. Would you say KPS was much improved, somewhat improved, about the same, somewhat worse, or much worse?

- Much improved 13%
- Somewhat improved 46%
- **Total improved** 59%
- About the same 23%
- Somewhat worse 5%
- Much worse 2%
• Total worse 7%
• Undecided 11%

In the 2012 survey, 51% said KPS had improved.
• Much improved 27%
• Somewhat improved 24%
• Total improved 51%
• About the same 24%
• Somewhat worse 5%
• Much worse 3%
• Total worse 8%
• Undecided 17%

11. Rating KPS in providing a quality education. How good a job do you think KPS is doing providing a quality education?
• Excellent 7%
• Very good 30%
• Good 45%
• Total good to excellent 82%
• Not good 7%
• Poor 4%
• Total not good/poor 11%
  • 2017=82% positive
  • 2012=75% positive
  • 2009=69% positive
  • 2006=73% positive

12. Where do voters get information that influences them about KPS?
• Kalamazoo gazette/M-LIVE 20%
• Television news reports 14%
• District newsletter Excelsior 14%
• General word of mouth 10%
• Personal involvement 7%
• Own children/other 4%
• Parent/teacher conferences 4%
• Radio news reports 3%
• Social media/Facebook/twitter 3%
• PTA, PTO, parent organizations 2%
• School district administrators 2%
• Support staff 2%
• Other responses of 1% or less 4%

Board discussion:
Trustee Hill asked Mr. Porn who made up the pool of people surveyed.

Mr. Porn stated that it is a random sample of people who are asked how often they participate in May school elections and their intent to vote in the May 2018 election. If their response is very certain, somewhat certain, or likely to vote, they are surveyed. If they state they are less than 50% likely to vote, they aren’t surveyed. Twenty-seven percent of the respondents were parents, 16% were KPS parents. Mr. Porn noted that the demographics of age and income are included in the survey.
Trustee McGlinn asked what the philosophy of using 30% cell phone numbers is.

Mr. Porn responded that you get younger voters who only have cell phones; seniors continue to have land lines. He noted that it is important that people who only have cell phones are represented in the sample.

Trustee McGlinn stated that KPS has had a very supportive community because we take the time to have bond committees. She noted that KPS does polling, is reasonable with its bond requests, and takes the time and effort to see that what it asks for in a bond is what the community wants. Ms. McGlinn thanked Mr. Porn for the report.

President Sholler-Barber concurred with Trustee McGlinn. She stated that the 59% voter perception that KPS had improved in the past five years was very positive. She noted that KPS wanted to keep its buildings in good shape to avoid large numbers of building replacements. President Sholler-Barber expressed her belief that the 59% yes vote indicates that the hard work of the entire KPS staff, higher graduation rates, program improvements, and mentoring all play into the perception of the public. She thanked Mr. Porn for this survey.

X. Other Business

None.

XI. Comments by Trustees

Trustee Greschak stated that on Tuesday, January 16 at 6:30 p.m., Dr. Jennifer Langeland would present a program on kids and technology at this is a bookstore, 3019 Oakland Drive, Kalamazoo. He explained that this program would help parents navigate the terrain that their children were going through with technology.

Trustee Freedman stated that she appreciated Ms. Jones and Pastor Strickland speaking with the board and shared that she had had concerns about the recent incident at Kalamazoo Central High School.

Trustee Hill stated that she had attended the Maple Street Magnet School for the Arts choir event and that it had been amazing. She noted that she had attended the Loy Norrix High School orchestra and choir performance, which had also been wonderful. Trustee Hill stated that it was a very moving performance.

Trustee Herschleb stated that he had attended the Maple Street Magnet School for the Arts choir event at Chenery Auditorium and felt that the piece on the homeless was very moving. He noted that KPS had many talented students. Trustee Herschleb stated that KPS was lucky to have had a long partnership with the Kalamazoo Symphony to help with its programs.

Trustee Harrison shared that she was concerned about the incident at Kalamazoo Central High School and that she would work with administration to learn the proper response.

President Sholler-Barber shared that KPS had amazing musical teachers and students that make every event shine. She thanked all the parents and community members who had attended these performances. President Sholler-Barber noted that the Teaching and Learning Council had a great meeting on December 14, with many wonderful innovative grant presentations. She stated that all of the presenting teachers had come with enthusiasm for innovative programs that would bring their students new experiences or enhance the curriculum that they were already teaching.
President Sholler-Barber stated that the board had voted on substantial purchases this evening. She explained that she believed KPS students would get a sound education in KPS and that KPS continued to use voter-approved bond monies towards improving student achievement.

President Sholler-Barber noted that this is a wonderful season for some. She asked that the KPS family reach out to those who had lost loved ones because this is a hard time for families who are under stress.

President Sholler-Barber agreed that it was important to ensure that the incident at Kalamazoo Central was handled correctly and justly.

**Comments by the Superintendent**

Dr. Rice stated that a number of KPS students find the holidays challenging for many reasons and this may cause heightened levels of anxiety. Dr. Rice noted that KPS has had a strong relationship with the two police departments in the area: both the Kalamazoo Department of Public Safety and the Kalamazoo Township Police Department and that KPS appreciated the partnerships with law enforcement. That being said, we don’t always agree. Dr. Rice expressed that one of these moments of disagreement took place on Monday, December 18. He stated that KPS did not believe that its student at Kalamazoo Central should have been tased by the township police officer. Dr. Rice explained that though the student was wrong in many ways, he did not deserve to be, nor should he have been, tased. He shared this feeling on Monday afternoon after the incident with then Township Police Chief Bourgeois, who respectfully disagreed with him.

**XII. Closed Session (if needed)**

President Sholler-Barber did not call for a closed session, and adjourned the meeting at 8:15 p.m.

**XIII.** President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, January 11, 2018 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
I. Call to Order
President Patti Sholler-Barber called the January 11, 2018 regular Board of Education meeting to order at 7:07 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance
The Pledge of Allegiance was recited.

III. Attendance
Board members present: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee presented Greenwood Elementary School turnaround students: Asciata Jones, Mario Modugno, and Ah’Zion Spencer, second grade; and Tejashreya Dantu, Jason Lamp, and Hector Tapia-Salas, third grade.

Also in attendance and introduced by Mr. Lee were Greenwood Elementary School Principal Sylvia Washington, and teachers Kairi Hokenmaier and Jessica Edwards. The students’ parents and family members in the audience were also recognized.

Dr. Rice stated that it is school board recognition month. He noted that the board members’ jobs are time consuming, challenging, and often thankless. Dr. Rice thanked the board members for all that they do and presented certificates to each of them.

Election of officers

Motion: It was moved by Trustee Greschak, supported by Trustee Herschleb to suspend the agenda for the purpose of electing officers for the coming year.

Board discussion: none

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

Dr. Rice asked for a nomination for board president.

Motion: It was moved by Trustee McGlinn, supported by Trustee Hill, to elect Patti Sholler-Barber as board president.

Board discussion: Nominations were closed without objection.

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

Ms. Sholler-Barber thanked the board for her re-election as president and noted that it was an honor to work with such a wonderful team. She stated that it was a joy to witness the accomplishments that the district had achieved.
President Patti Sholler-Barber asked for nominations for board vice president.

Motion: It was moved by Trustee Hill, supported by Trustee Greschak, to elect Carol McGlinn as board vice president.

Board discussion: Nominations were closed without objection.

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

President Patti Sholler-Barber asked for nominations for board secretary.

Motion: It was moved by Trustee Greschak, supported by Trustee Harrison, to elect Jennie Hill as board secretary.

Board discussion: Nominations were closed without objection.

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

President Patti Sholler-Barber asked for nominations for board treasurer.

Motion: It was moved by Trustee Harrison, supported by Trustee Hill, to elect Ken Greschak as board treasurer.

Board Discussion: Nominations were closed without objection.

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

2018 Board of Education officers
President – Patti Sholler-Barber
Vice President – Carol McGlinn
Secretary – Jennie Hill
Treasurer – Ken Greschak

V. School Reports/Committee Reports
Committee Reports
President Sholler-Barber explained that committees had not met during winter recess and announced the schedule for upcoming committee meetings:
- Curriculum Committee would meet on January 17;
- Wellness Committee would meet on January 18;
- Communities in Schools of Kalamazoo would meet on January 19;
- Operations Committee would meet on January 23;
- Policy Committee would meet on January 23;
- Evaluation/Accountability Committee would meet on January 30; and
- Teaching and Learning Council would meet on February 15.

School Reports
None.
VI. **Correspondence**
Secretary Hill reviewed the correspondence received for the period of December 22 through January 11, 2018. (File #12.)

VII. **Consent Calendar**
President Sholler-Barber stated that the meeting minutes from December 21, 2017, would be held in abeyance, and President Sholler-Barber presented the Consent Calendar item: VII.C. Personnel Changes for the board’s consideration.

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

**Disposition:** Voice vote: motion carried, 7-yes, 0-no, 0-abstentions.

VIII. **Persons Requesting to Address the Board**
President Sholler-Barber shared the public participation guidelines:
- According to Board Policy 1.2, speakers should each begin their comments by stating their name, address, and connection to/interest in the Kalamazoo Public Schools and, if applicable, the organization that they represent.
- Speakers should be courteous and professional. The chairperson of this meeting may terminate public comments that are profane, vulgar, or defamatory. Speakers should refrain from identifying individuals when offering criticism.
- Speakers have three minutes each and must stop speaking promptly when signaled.
- Speakers may not address confidential student or personnel matters, but may submit such concerns to the board in writing.
- Speakers are reminded that the board will not respond to public comments, but that the administration may or may not follow up with speakers at some point regarding speaker comments.

Zachary Lassiter, PO Box 51644, Kalamazoo, introduced himself as a KPS graduate. He noted that safety is one of the most important things that a school can provide to its students to help them reach their maximum potential. Mr. Lassiter shared that vetting and background checks of school security staff is an important part of this safety. He noted that it was his understanding that KPS contracted out school security staffing to WLP Security. Mr. Lassiter asked KPS to look into this situation as he believed that WLP was not currently licensed to provide security in the state of Michigan and that a contract with WLP puts the safety of staff and students at risk.

IX. **Reports and Recommendations**
None.

X. **Other Business**
None.

XI. **Comments by Trustees**
Trustee McGlinn thanked Patti Sholler-Barber for serving as board president for the last year. She stated that there was a lot of extra time and planning that goes into being president. Trustee McGlinn stated that Ms. Sholler-Barber had been a great leader, and that she always made the board feel appreciated and part of a real team. She thanked President Sholler-Barber for her service.
Trustee Greschak agreed with Trustee McGlinn.

President Sholler-Barber stated that she really appreciated and understood all the extra work that is required to be a board trustee. She thanked Trustee McGlinn and Trustee Greschak for their kind words and stated that the certificates were a token of appreciation for all the board trustees.

**Comments by the Superintendent**
None

**XII. Closed Session (if needed)**
President Sholler-Barber did not call for a closed session, and adjourned the meeting at 7:28 p.m.

**XIII.** President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, January 25, 2018 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
I. **Call to Order**
President Patti Sholler-Barber called the January 25, 2018 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Superintendent Dr. Michael F. Rice was also present.

IV. **Announcements and Recognitions**
Executive Director of Communications Alex Lee presented Spring Valley Center for Exploration turnaround students: Jaryana Dixon-Buchanan, third grade; Lauren Boyd and GerAmiah Crawford (unable to attend), fourth grade; and Ja'Shawn Fuller and Nasir Spurlock, fifth grade.

Also in attendance and introduced by Mr. Lee was Spring Valley Center for Exploration Principal Lisa Dewey. Ms. Dewey introduced fifth grade teacher Michelle Larson and staff member Stephanie Prevo. The students’ parents and family members in the audience were also recognized.

V. **School Reports/Committee Reports**

**Committee Reports**

*Curriculum Committee*—Carol McGlinn, chair, stated that the committee had met on January 17 and had discussed the summer slide reduction pilot that would be presented at tonight’s board meeting.

*Communities in Schools (CIS)*—Carol McGlinn, representative, stated that the CIS board had met on January 19 and had shared comments that students had made about the program. Trustee McGlinn stated that CIS works to help students overcome the barriers that derail students and gives them the hope and belief that they can succeed in school, graduate, and be prepared for life. She noted that CIS site coordinators bring the community into the schools and offer tutors, food assistance, health services, and college visits.

*Operations Committee*—Ken Greschak, chair, stated that the committee had met on January 23 and had discussed the School Finance Research Collaborative study, the bond recommendation, and the summer slide reduction pilot.

*Policy Committee*—Craig Herschleb, chair, stated that the committee had met on January 23 and had discussed the summer slide reduction pilot.

**School Reports**
None.
VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of January 26 through February 8, 2018. (File #13.)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. January 11, 2018 Regular Meeting Minutes; and VII.C. Personnel Changes.

MOTION: Implied to approve the Consent Calendar as presented.

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

VIII. Persons Requesting to Address the Board
President Sholler-Barber shared the public participation guidelines:

- According to Board Policy 1.2, speakers should each begin their comments by stating their name, address, and connection to/interest in the Kalamazoo Public Schools and, if applicable, the organization that they represent.
- Speakers should be courteous and professional. The chairperson of this meeting may terminate public comments that are profane, vulgar, or defamatory. Speakers should refrain from identifying individuals when offering criticism.
- Speakers have three minutes each and must stop speaking promptly when signaled.
- Speakers may not address confidential student or personnel matters, but may submit such concerns to the board in writing.
- Speakers are reminded that the board will not respond to public comments, but that the administration may or may not follow up with speakers at some point regarding speaker comments.

Amanda Miller, 34969 CR652, Mattawan, introduced herself as the president of the Kalamazoo Education Association (KEA). She stated that the KEA stood in support of efforts to better serve families and improve student achievement though thoughtful innovation. Ms. Miller noted that the KEA is committed to working in partnership with Kalamazoo Public Schools. KEA recommended that prior to implementation of a balanced calendar, KPS should work directly with families and community members. She stated that there should be opportunity for public comment and careful research of the successes and challenges of a balanced calendar.

Johnnie Berry Jr., 3908 Yew St, Kalamazoo, stated that he had submitted an application for the head football coach position at Kalamazoo Central High School. He shared that he had coached youth football for the past 20 years and had seen a lot of frustration in high school players. Mr. Berry felt the frustration was due to the lack of opportunity for these players to continue playing football at the college level. He stated his belief that he was the best person for the job to help students succeed academically and on the field, which would make them attractive recruits for college football programs.

Rev. Strick Strickland, 1207 Prairie Ave, Kalamazoo. Rev. Strickland noted that he had attended a previous board meeting to express concern regarding a student that had been tased at Kalamazoo Central High School by a Kalamazoo township police officer had taken place. He thanked the superintendent and board for clarifying that they did not support the tasing of the student. Rev. Strickland stated his endorsement of Johnnie Berry Jr., for the position of head coach at Kalamazoo Central High School. He advised that he believed there needed to be someone with passion and
experience in that position to nurture and encourage students, and noted that Mr. Berry had those qualities.

IX. Reports and Recommendations

A. Report on the School Finance Research Collaborative Study

Superintendent Dr. Michael Rice presented the report on the School Finance Research Collaborative Study, a report to determine the true cost of educating a child in Michigan.

1. Who

- The study was supported by the School Finance Research Collaborative (SFRC), a statewide, diverse, and bipartisan group of business leaders and education experts who agree that it’s time to change how Michigan’s schools are funded.

2. How the Study Was Funded

- The project has an expenditure budget of $877,000. The fiscal agent for the project is the Oakland Schools Education Foundation, a 501(c)(3) nonprofit.
- Funding from W.K. Kellogg, Charles Stewart Mott and Skillman foundations and other nonprofits or associations total $357,000.
- Funding contributions and commitments directly received from 22 intermediate school districts (ISDS) total over $509,416, with 12 ISDS pending contribution.

3. Michigan’s Broken School Funding System

- Michigan ranked 8th highest among the states in the country in per-pupil spending as recently as 2000.
- Michigan currently ranks 24th in per-pupil K-12 spending.
- Since 2000, Michigan’s inflation-adjusted per-pupil spending has fallen by $663 per pupil, while the U.S. average has increased by over $1,400 per student. This $2,063 per student swing is responsible for the profound decline in state rank in the last decade and a half.

4. The Work

- The SFRC has completed Michigan’s first comprehensive school adequacy study to determine the true cost of educating a student.
- The report includes Michigan’s first in-depth examination of the cost of delivering services to charter school students.

5. Definition of Adequacy in School Funding

- Utilizing two approaches to financial adequacy allowed the study team to estimate both the cost of meeting the full state standards for all students at a base level and the additional costs associated with differences in district and student characteristics.
- Our school funding system must provide a high-quality education for all students that meets Michigan’s state standards, including but not limited to:
  - The new third-grade reading law; and
  - The Michigan Merit Curriculum.

6. Key Findings

- The base cost to educate a child in Michigan under this new study is $9,590, regardless of location, income, learning challenges, or other circumstances.
- The $9,590 base cost per pupil does not include transportation, food service, or capital costs, and includes pension costs at 4.6% of wages.
- Another $2,000 per pupil is accorded for districts with 1,000 or fewer students.
- The same base per pupil cost is accorded for charter and traditional public schools.
- $10,000 is designated for every career and technical education teacher to cover materials, equipment, and other classroom costs.
7. **Key Elements of the Study**

Table 9.10
Final Recommendations

<table>
<thead>
<tr>
<th>Base</th>
<th></th>
<th>$9,590</th>
</tr>
</thead>
<tbody>
<tr>
<td>Size Adjustment</td>
<td>Adjusted by Formula</td>
<td></td>
</tr>
<tr>
<td>Poverty Weight</td>
<td></td>
<td>0.35</td>
</tr>
<tr>
<td>English language learners (ELL)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>WIDA 1-2</td>
<td></td>
<td>0.70</td>
</tr>
<tr>
<td>WIDA 3-4</td>
<td></td>
<td>0.50</td>
</tr>
<tr>
<td>WIDA 5-6/FELS</td>
<td></td>
<td>0.35</td>
</tr>
<tr>
<td>Special Education</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mild</td>
<td></td>
<td>0.70</td>
</tr>
<tr>
<td>Moderate</td>
<td></td>
<td>1.15</td>
</tr>
<tr>
<td>Severe</td>
<td>State Reimbursement</td>
<td></td>
</tr>
<tr>
<td>Preschool</td>
<td></td>
<td>14,155</td>
</tr>
<tr>
<td>Isolation</td>
<td></td>
<td>0.04</td>
</tr>
</tbody>
</table>

*Base does not include transportation, food service, or adult education. It includes retirement costs at 4.6% of salaries.

- Dr. Rice noted that it was a pleasure to present on this important new study and to have served as a member of the School Finance Research Collaborative steering and technical committee. He stated that this study was important as it envisioned a new way of funding and supporting children and staff in Michigan schools. Dr. Rice noted that a base of $9,590 per pupil revenue is all funds: federal, state, and local. He stated that there was a size adjustment based on district enrollment. He shared that there is also a series of weights.
  - Every child would generate $9,590 in base funding for his or her education. Certain students had additional costs based on 50 years of research on poverty, and more than 40 years of research on English language learning and special education.
  - The poverty weight is 0.35. In addition to the $9,590, each poor child would generate an additional 35 percent of the $9,590 base, approximately $3,356.
  - The cost of education for English language learners (ELL) is substantially greater than that of non-English language learners. Currently the state of Michigan gives virtually nothing to educate English language learners. This study would fund additionally English language learners by their English learning levels. A student with a WIDA (the test of English language proficiency) level 1-2, with little English, would generate an additional weight of 0.70, another 70 percent of the $9,590, approximately $6,800. If you are a WIDA level 3-4, your English is a bit more advanced, you would get 50 percent more than the base of $9,590, approximately $4,795. If you are WIDA level 5-6, you don’t need as much support, sometimes referred to as sheltered
education; you would get another 35 percent of the $9,590, approximately $3,000 more for your education.

- Special needs children would generate additional revenue for their education. Similar to ELLs and children of poverty, these students often come with additional needs. For a mildly handicapped student, the weight would be 0.70; for moderately handicapped, the weight would be 1.15; and for a severely handicapped child, the state would reimburse the district fully for its costs. A moderately handicapped child at a 1.15 weight would mean education would be funded at more than twice the base cost.

- Under this study, pre-kindergarten would be funded at $14,155 for a full day pre-kindergarten child. Currently those slots are funded at $3,625 for a half day slot, and $7,250 for full day, roughly half of the recommendation of this study. This would fund all children in pre-school, not only as four-year olds as the GSRP currently does, but as three-year olds as well.

- If you are geographically isolated under this study’s recommendations, you would generate another 0.04 on the base, approximately $380.

- This base does not include transportation, food service, or adult education. It does include nominal pension costs of 4.6 percent of salaries for all employees. The balance of pension costs paid by that, including Kalamazoo, contribute to the Michigan Public School Employees Retirement System (MPSERS) would be funded under this study’s recommendations.

8. **About the Study**
   - Conducted in fall 2017 by the nation’s top two school finance research firms based on Michigan’s State Standards.
   - Used the Professional Judgment (PJ) and Evidence-Based (EB) approaches.
   - PJ Approach: Gathers leading educators to identify human resources and operating expenses needed to meet student achievement standards.
   - EB Approach: Uses academic research on student performance to identify needed resources for schools to meet state standards.

9. **Adequacy Study Methodologies**
   - PJ Approach:
     - Included panels on all grade levels pre-K-12, charter schools, special education, English language learners, poverty and career and technical education;
     - Determined the costs of school personnel, student support services, and technology for all students to meet both current and future state standards; and
     - Informed by the participation of nearly 300 Michigan teachers, special education directors, principals, and other educators.
   - EB Approach:
     - Identified needed teacher, specialist, support staff, and administrator staffing for core programs, including early childhood (pre-K) and full-day kindergarten, for all students to meet state standards; and
     - Determined the cost of professional development, instructional materials and supplies, student assessments, computers, and other technology.

   - **Successful School District – SSD Approach**
     - Assumes that the base cost spent by districts found to be meeting standards, districts with lower poverty, could be used for all districts.
     - Secured as the basis for Michigan’s 2016 school funding report, which called for:
       - Increasing base per pupil funding; and
       - Additional funding for at-risk students and English Language Learners.
• The study included a first-of-its kind panel on charter schools, and additional panels on:
  • Special Education;
  • Poverty;
  • Early childhood (pre-K);
  • Districts of varying sizes;
  • Geographically isolated districts;
  • English language learners;
  • At-risk students;
  • Career and technical education; and
  • Student needs pre-K-12.

10. **Further Study Needed**

• Looking to the future, additional research is needed for:
  • Capital costs of both charter and traditional public schools;
  • The definition of particularly high-needs poverty students and possible additional costs to serve those students;
  • An amount of $973 per rider should be provided for transportation costs; and
  • Use of a wage index for cost-of-living differences.

11. **Contributions and/or Resolutions of Support**

Dr. Rice stated that Kalamazoo Regional Educational Service Agency (KRESA) had contributed to the funding of this study and passed a resolution of support. More than 200 districts in the state of Michigan have passed resolutions of support.
12. **Michigan in Good Company**

- Michigan now is one of 30 states that have conducted comprehensive adequacy studies over the past 15 years.

13. **What's Next**

- The School Finance Research Collaborative report is the most comprehensive school adequacy study in Michigan in at least 50 years.
- The report creates a new roadmap for:
  - A new funding formula;
  - Best practices/student achievement;
  - Preparation of students for the future; and
  - Additional studies into capital needs, high poverty students, and transportation costs.

14. **What’s at Stake**

- The world has changed dramatically since Proposal A passed in 1994:
  - Advent of the Internet;
  - Expanded global competition; and
  - Increased automation.
- Our school funding system must reflect those changes to help prepare students for college and careers.
- Michigan ranks in the bottom third on most academic indicators nationwide.
- If the Michigan school funding system doesn’t address students’ wide-ranging needs, our Michigan students cannot achieve Michigan standards in large percentages.
- Michigan’s economic comeback depends on providing all students with a high-quality K-12 education.
- To improve student performance, we must change how we fund Michigan’s schools to meet the needs of all students.
• This report marks the beginning of the conversation to fund adequately schools and increase student achievement.

Board discussion:
Trustee McGlinn stated that she had watched Governor Snyder’s State of the State address and that he had noted that funding for schools was at a historical high. She asked for clarification of the governor’s statement.

Dr. Rice stated that he would like to see those numbers in inflation-adjusted terms. He noted that it is one thing to have the nominally highest number; however, it is another thing to have the number that buys the greatest educational goods. Dr. Rice stated that he felt that KPS and other Michigan districts had not recovered from the $470 per student cut in 2011 and that districts across the state are still not meeting need, given profound underfunding.

Trustee McGlinn stated that on table 9.10, where you see the weights of students, special education is not always clear. She asked if the table could be explained.

Dr. Rice explained that mildly handicapped children would generate another 70 percent over the per pupil funding amount of $9,590, an additional $6,713 for each mildly handicapped child. Director of Special Education Rikki Saunders described mild disabilities as students needing speech and language services which KPS provides within the district. She explained that moderate would be students with specific learning disabilities. Ms. Saunders noted that students with more severe disabilities may have multiple impairments or significant health issues that may be served by the district or receive services in county programming. Ms. Saunders stated that the majority of KPS special education students are served here in Kalamazoo Public schools.

Dr. Rice stated that the governor rightly points out that in his last 7 budgets he will have added to the per pupil foundation allowance each of the seven budgets. Dr. Rice shared that there was a $470 per student cut in 2011 and that KPS had never made up for that on an inflation-adjusted basis. He noted that even if we had, we were underfunding the base in 2011 when the cut happened. Dr. Rice stated that the increases that we have had in the past six years had kept up with inflation, but that the $470 per student cut in 2011 was a huge cut off an already diminished and inadequate base. Dr. Rice noted that long before Governor Snyder, the slide had begun in terms of state funding. He stated that this is not a partisan issue.

Trustee Greschak asked what the school district would do with extra funding.

Dr. Rice stated that he envisioned smaller class sizes, more nurses, more reading coaches, and more bilingual education and English as a Second Language (ESL) teachers in districts that have those needs. He envisioned more professional development, a longer school year, and more substantial and diverse collections of books, both in school libraries and in classrooms.

Trustee Hill asked if it made a difference in the KPS student population when the demographics had changed in Michigan.

Dr. Rice stated that it is an honor to educate KPS young children. He noted that students come with great diversity: special needs, language needs, and challenges that they may be experiencing. Dr. Rice stated that KPS needed the resources to fully educate all students. He
noted that, since Proposal A’s passage in the early 1990’s and the shift in Michigan school funding away from local property taxes primarily to state taxes, this is the state’s responsibility. Dr. Rice stated that in most cases local school districts do not have the opportunity to add to local operating budgets.

Dr. Rice stated that, in a cost-adjusted or inflation-adjusted basis, Michigan school funding had deteriorated in the last 17 years. He noted that the first adequacy study was inadequate. Dr. Rice shared that it underestimated funding needs because it was only looking at socioeconomically advantaged children.

Trustee Harrison asked what was current base cost to educate children.

Dr. Rice stated that the current minimum foundation allowance was $7,631. He noted that this figure was not comparable to the $9,590 because the $9,590 includes federal funds, while the $7,631 did not.

Trustee Freedman stated that the value of the study is that it takes the whole child into account. She noted that this is huge and is what KPS needed to educate children.

Trustee McGlinn stated that this study is about what it actually costs to educate children. She noted that this study looked at the individual child and determined what each child needed to succeed. Trustee McGlinn stated that all children are not the same and that she appreciated the study and the presentation.

President Sholler-Barber asked why the study took the size or the location of the district into consideration.

Dr. Rice stated that size had an impact because when you have a smaller district, you spread costs over fewer number of students, so your costs are higher, all else being equal.

President Sholler-Barber asked what the study said about pre-kindergarten.

Dr. Rice stated that the study recommended the funding of pre-kindergarten of all three and four year olds. He noted that currently the Grade Start Readiness Program (GSRP) is only for four year olds in the state, and that GSRP does not fund all four year olds, even though GSRP funding has increased considerably in the last four years.

President Sholler-Barber asked if there was a correlation between pre-kindergarten education and kindergarten readiness.

Dr. Rice stated that yes, there is a correlation between having some formal school experience and being ready for kindergarten. He noted that this is not solely a function of poverty.

President Sholler-Barber stated that pre-school would be a good experience for all children.

B. Bond Recommendation
Jason Morris introduced himself as co-chair of the bond scope committee that had been charged with considering a 2018 bond. He noted that the committee had taken its responsibility very seriously. Mr. Morris stated that committee members recognized that what it was considering would make a tremendous impact on the educational environment of the district’s 13,000
students. He stated that the bond would have to be within the taxpayer’s ability to pay and be
decided by the voters on election day. Mr. Morris noted that making spending recommendations
with limited funding is never easy but a fiscal necessity. He stated that the committee asked
questions, expressed their beliefs, and provided invaluable insights. Mr. Morris stated that the
committee had focused on the bond amount, a list of projects, and a millage level. He thanked
the board for giving the bond scope committee an opportunity to make a difference in children’s
lives.

Patty Kanipe thanked the board for appointing her as co-chair of the bond scope committee. She
stated her excitement about the recommendation as it would provide funding to critical facility
projects and equipment purchases. Ms. Kanipe noted how rewarding it was to see the work of
this committee and how it resulted in meaningful improvements in the educational environment
and opportunities for KPS students. She stated that many committee members had expressed a
desire to continue their efforts to help ensure that this bond becomes a reality by working to
inform voters of the importance of a successful bond election.

Deputy Superintendent of Business, Communications and Operations Gary Start presented the
Bond Scope Committee recommendations, which included the following:

- **Facilities Assessment**
  - Updated project needs for all district facilities.
  - Calculated a facilities cost index for each building. As a result of these calculations, it
    was determined that the district should consider replacing Edison Environmental
    Science Academy.

- **Survey of Likely Voters**
  - Performed by EPIC MRA.
  - Sample of 400 likely May voters.
  - Results in a margin of error of plus or minus 4.9 percent.
  - Conducted November 16 through November 20, 2017.

- **Positive Attitude Toward KPS**
  - 82% believe the district is doing a good, very good, or excellent job, compared with
    just 11% that believe the district is doing a not good or poor job.
  - 59% believe that the district has improved, compared with just 7% that believe that the
    district has gotten worse.

- **Respondents Would support a Bond Proposal With a Millage Increase**
  - 71% would definitely support, probably support, or lean toward supporting a $117
    million bond proposal with a 1.5 mill increase, compared with just 22% that would
    definitely not, probably not, or would lean away from supporting that increase.
  - 76% would definitely support, probably support, or lean toward supporting an $87
    million bond proposal with a 1.0 mill increase, compared with just 17% that would
    definitely not, probably not, or would lean away from supporting that increase.
  - 79% would definitely support, probably support, or lean toward supporting a $68
    million bond proposal with a 0.5 mill increase, compared with just 14% that would
    definitely not, probably not, or would lean away from supporting that increase.

- **Respondents Would Support Individual Projects**
  - 81% would support using bond proceeds to replace portions of buildings such as roofs,
    boilers, and parking lots, as needed, compared with just 12% that would oppose that
    use.
  - 76% would support using bond proceeds to replace outdated computers and making
    other technology improvements, compared with just 17% that would oppose that use.
• 71% would support using bond proceeds to improve building security by relocating the offices of buildings so that visitors must enter the building directly into the office, compared with just 21% that would oppose that use.
• 70% would support constructing a districtwide kitchen that would increase the opportunity for scratch cooking that could be transported to schools, compared with just 22% that would oppose that use.
• 56% would support using bond proceeds too substantially or totally replace one older building, compared with just 20% that would oppose that use.
• 53% would support using bond proceeds too substantially or totally replace a second older building, compared with 23% that would oppose the use. (It should be noted that the committee’s recommendation is to replace only one building.)
• 51% would support using the proceeds to construct multi-purpose athletic practice facilities at Kalamazoo Central High School, and Loy Norrix High School, compared with 40% that would oppose that use. (It should be noted that, based in part on this survey result, multi-purpose athletic practice facilities are not included in the committee’s recommendation.)

EPIC MRA Recommendation
• Although the survey indicated strong support for all bond amounts and millage levels tested, EPIC MRA recommended a bond amount between $95 million and $98 million, and a millage increase of less than 1.5 mills, to help ensure passage of a bond proposition.

Bond Scope Committee Recommendations
• Include a bond proposition on the May 8, 2018 ballot.
• The total bond amount of $96 million assumes a district millage rate increase of 1.25 mills compared with the rate taxpayers paid in 2017-18. This increase would cost the owner of a $100,000 home $62.50 annually.
• It should be noted that the original project listings presented to the bond scope committee for consideration exceeded $191 million.

Major Projects Included in Recommendation

<table>
<thead>
<tr>
<th>Project Description</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upkeep and upgrades of facilities such as roofs, boilers, and parking lots; replacement of buses, playground equipment, food service equipment, art/music equipment and other equipment; replacement of furniture; and replacement and acquisition of library books (Include adding 200,000 square feet of new air conditioned space in schools, on top of the 966,000 square feet of air conditioned space added over the past 10 years)</td>
<td>$44,828,590</td>
</tr>
<tr>
<td>Improved security, including secured entrances, and security equipment</td>
<td>$ 4,203,454</td>
</tr>
<tr>
<td>Technology</td>
<td>$ 9,580,300</td>
</tr>
<tr>
<td>Replacement of Edison Environmental Science Academy</td>
<td>$25,680,000</td>
</tr>
<tr>
<td>Additions to Phoenix High School (includes four classrooms, a gym, locker rooms, restrooms, and office space)</td>
<td>$ 6,412,656</td>
</tr>
<tr>
<td>Districtwide kitchen</td>
<td>$ 4,995,000</td>
</tr>
<tr>
<td>Bond issuance costs</td>
<td>$ 1,000,000</td>
</tr>
<tr>
<td>Total bond recommendation</td>
<td>$96,700,000</td>
</tr>
</tbody>
</table>
Mr. Start thanked Mr. Morris and Ms. Kanipe for their leadership with the bond scope committee. He stated that the committee had done a great job in prioritizing the projects and being sure that the total bond amounts are the types of projects that the voters should approve.

**MOTION:** Moved by Trustee Greschak, supported by Trustee Hill, to approve the bond Recommendation.

**Board discussion:**
Trustee McGlinn thanked the bond scope committee for all its hard work to make this recommendation. She stated that KPS had been able to replace and maintain all of its facilities because we have such a supportive community.

Trustee Greschak thanked the bond committee. He stated that the community needed to know how diverse this committee was: parents, faculty, and administrators. Trustee Greschak noted that he was impressed with the quality and depth of discussion at the bond committee meetings. He noted that he was excited about some of the components of the bond, which included a gym at Phoenix High School, and a central kitchen, the latter of which would generate and adapt menus to offer culturally diverse recipes.

Trustee Freedman shared her appreciation for the bond committee. She stated that it had been a wonderful example of how well collaboration works when the community and the school district work together. Trustee Freedman noted she was particularly excited about the purchase of additional library books.

Trustee Hill stated that KPS did a good job working with the community and deciding how to use its money. She noted that the technology requests were substantial and believed that this was an important area in which to stay current.

Trustee Herschleb stated that he liked the decision to replace Edison Environmental Science Academy. He noted that moving the bus garage from its current location was perfectly timed with making Edison a bigger site. Trustee Herschleb stated his belief that this would be good for the Edison community.

Trustee Harrison stated that she was excited about the replacement of Edison. She noted that this would be good for the revitalization of the community and neighborhood. Trustee Harrison also liked the idea of a central kitchen, additional classrooms, and a new gym at Phoenix. She thanked the bond committee for its good work.

President Sholler-Barber thanked the bond scope committee. She stated that the comprehensiveness of this bond recommendation was impressive. President Sholler-Barber noted that the need to continue to upgrade technology was critical for KPS student success. She stated that the adequacy study showed KPS is not being adequately funded; however, the committee decided it would make a priority of these necessary capital items. President Sholler-Barber noted that security initiatives are important to make families and children feel safe.

Dr. Rice thanked Deputy Superintendent of Business, Communications and Operations Gary Start, Facilities Management-Executive Supervisor Al Tyler, Executive Assistant Karen Jackson, Director of Information and Technology Services Nathan Mclaughlin, Resident District Manager for Food Services Christina Haller, Chartwells District Manager Chris Bolda, Jason Morris, Patti Kanipe, and the entire bond scope committee. He noted that if the board and citizens approve this bond, this would be the largest bond in the district’s history. Dr. Rice stated that KPS is a growing district, the
oldest district in the region, and its needs are substantial. He noted that with the rising capital costs and the rising enrollment, this bond was necessary.

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

C. Summer Slide Reduction Pilot
Assistant Superintendent of Human Resources Sheila Dorsey-Smith and Assistant Superintendent of Teaching and Learning Services Cindy Green read the following recommendation:

It is recommended that the Board of Education approve a summer slide reduction pilot to reduce the length of summer break and therefore the extent of decline in reading levels during the summer (otherwise known as summer slide).

A number of researchers (Allington (2009 and 2010); Cooper, Nye, Charlton, Lindsay, and Greathouse (1996); and Kim (2006 and 2008), among others) have noted the adverse impact of a lengthy summer break on reading levels, especially the reading levels of working-class and poor children, whose exposure to reading, libraries, and summer enrichment experiences tends to be less than that of their middle-class peers. Indeed, in citing the research of Alexander, Entwisle, and Olson (2007), Richard Allington and Anne McGill-Franzen noted in 2013 that “summer reading loss accounts for roughly 80 percent of the reading achievement gap between more and less economically advantaged children.” In other words, the gap in reading levels between working-class and poor children on the one hand and middle-class children on the other is largely a function of the summer and the different summer experiences of the two groups.

Last summer, the district’s summer break—from the last day of school in 2016-17 to the first day in 2017-18—was 81 days. (Other local school districts in Kalamazoo County had similarly long summer breaks). Under the proposed summer slide reduction pilot for Washington Writers’ Academy and The Woodward School for Technology and Research, the annual numbers of days and hours for the two schools would remain the same as in the district’s other elementary schools, but the days would be configured differently, with a shorter summer break and somewhat longer breaks connected to the district’s current breaks throughout the school year. Under the pilot, the first summer break would be 38 days, a reduction of 53 percent from last summer’s 81-day summer break, while the second summer break would be 31 days, a reduction of 62 percent.

With a shorter summer break from which to recover, student reading and other achievement should increase over a period of years.

This recommendation benefited substantially from the input of staff members from Washington and Woodward, as well as from teacher association leaders. As we proceed from broad strokes to narrow strokes discussion and consideration, it is expected that this input will continue.

This recommendation is a pilot program given its uniqueness within KPS. From year to year within the pilot, there will be opportunity to tweak the model to improve additionally student achievement.
Upon approval of this recommendation by the Board of Education, the implementation of this recommendation is subject to the approval of the Michigan Department of Education (MDE). Recent outreach to MDE indicates that MDE is favorably disposed to this sort of reform.

Below is a broad strokes calendar for the board’s review and consideration.

<table>
<thead>
<tr>
<th>Summer Slide Reduction Pilot</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>End date of June 14, 2018</strong></td>
</tr>
<tr>
<td><strong>Start date of July 23, 2018</strong></td>
</tr>
<tr>
<td>1 <strong>July 23 to October 12, 2018</strong></td>
</tr>
<tr>
<td><strong>Off: October 13 through October 28, 2018</strong></td>
</tr>
<tr>
<td>2 <strong>October 29 to December 21, 2018</strong></td>
</tr>
<tr>
<td><strong>Off: December 22, 2018 through January 6, 2019</strong></td>
</tr>
<tr>
<td>3 <strong>January 7 to March 22, 2019</strong></td>
</tr>
<tr>
<td><strong>Off: March 23 through April 7, 2019</strong></td>
</tr>
<tr>
<td>4 <strong>April 8 to June 13, 2019</strong></td>
</tr>
<tr>
<td><strong>Off: June 14 through July 14, 2019</strong></td>
</tr>
</tbody>
</table>

*Days off reflect Monday through Sunday

**Days on reflect Monday through Friday

**MOTION:** Moved by Trustee McGlinn, supported by Trustee Hill, to approve the Summer Slide Reduction Pilot.

**Board discussion:**
Trustee Freedman stated her appreciation for the KEA input. She noted the focus on collaboration with the community, the two schools, the principals, staff, parents, and students. Trustee Freedman stated that all should be a part of the discussion. She noted the position of the district was also very collaborative. Trustee Freedman said that it was very important as a community to see the schools as belonging to everyone. She stated that the children are everyone’s responsibility and we can only meet that responsibility if we all work together.

Trustee McGlinn stated that she was very excited about this proposal. She noted that KPS was not adding additional days but was reducing the length of the summer. Trustee McGlinn stated that this
was about collaboration with staff, parents, students, and community. She noted that this would be an amazing opportunity for our community partners to step up and do some special things during the weeks off. Trustee McGlinn envisioned different camps going on during the scheduled weeks off for students. She hoped that this would inspire organizations to write grants for special things like career exploration, nature center adventures, and opportunities these students would otherwise not have.

Trustee Harrison echoed both comments and stated that she was excited to collaborate with KEA. She noted that she wanted to see what other community’s successes and challenges had been when more balanced calendars had been implemented. Trustee Harrison thanked Ms. Dorsey-Smith and Ms. Green for their presentation.

President Sholler-Barber stated that it was time to be collaborative, innovative, and creative. She stated that this must be done in cooperation with KEA. President Sholler-Barber thanked Ms. Green and Ms. Dorsey-Smith for their presentation. She stated that there were many opportunities for the community and the board to get involved in this project.

Dr. Rice stated that this takes an 81-day summer down to 38 days the first summer and 31 days the second summer. He noted that this change would do a lot to reduce the summer slide, which is a tremendous challenge for students and staff. Dr. Rice thanked Ms. Green and Ms. Dorsey-Smith, Woodward School for Technology and Research Principal Frank Rocco and Washington Writers’ academy Principal Lanisha Spiller, and staff. He stated there was more work to be done and more narrow-strokes questions to answer as KPS moved forward.

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

X. **Other Business**
None.

XI. **Comments by Trustees**
Trustee Freedman stated her appreciation to the teachers in the district as the ones who would carry out these initiatives at the ground level. She noted that everyone needed to support them in their efforts to launch this program.

Trustee McGlinn stated that it was flu season and that she appreciated what the district had done in its efforts to clean schools. She reminded everyone that if children are sick, if they have fevers, to please keep them at home.

President Sholler-Barber Patti congratulated the Northside Ministerial Alliance for its incredible Martin Luther King Jr. day celebration. She thanked her fellow board members for all of their hard work. President Sholler-Barber stated that board members are great at collaborating with each other, generous in their opinions, eager to debate, and willing to manage and take care of the children in this community.

**Comments by the Superintendent**
Dr. Rice stated that KPS had done some research on the 20 largest districts in the state to see to what extent other large districts had tried to reduce summer slide in this manner, even in pilot form. (KPS had been the 12th or 13th largest district in the state for the last few years.) He noted that it had only found a few examples among the 20 largest districts in the state that had started before Labor Day and in those cases the start date was only a week before Labor Day, and therefore without impact on summer slide. Dr. Rice believed, based on research done by the KPS Teaching and
Learning Services Department, that this would provide our children at Washington Writers’ Academy and The Woodward School for Technology and Research an opportunity that no other children in the largest districts in the state have had. Dr. Rice stated that he had confidence that all schools would be operating with a shorter summer and longer, more frequent breaks throughout the year in the near future. He thanked all of the educators in KPS and all of those who had supported this initiative.

XII. Closed Session (if needed)
President Sholler-Barber did not call for a closed session, and adjourned the meeting at 8:51 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, February 8, 2018 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
I. Call to Order
President Patti Sholler-Barber called the February 8, 2018 regular Board of Education meeting to order at 7:09 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: Dr. Lauren Freedman, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Absent: Ken Greschak. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee presented Woods Lake Elementary: A Magnet Center for the Arts turnaround students: Tristen Johnson, Dyalan Lemus-Salas (unable to attend), and Jordan McClinton, second grade; and Dennis Witherspoon Jr., fifth grade.

Also in attendance and introduced by Mr. Lee were Woods Lake Elementary: A Magnet Center for the Arts School Principal Micole Dyson and second grade teacher Ms. Marlean Wilson-Bridges. The students’ parents and family members in the audience were also recognized.

V. School Reports/Committee Reports
Committee Reports
Evaluation/Accountability. Jennie Hill, chair, stated that the committee had met on January 30 and had discussed Dr. Rice’s evaluation. She noted that the committee had examined how KPS was doing and its progress towards the goals set by the board. Ms. Hill shared that this process opens dialogue between the board and the superintendent and provides feedback on the progress made. She explained that the committee looked at KPS facility projects, district finances, school safety, parent satisfaction, and test measurements. Ms. Hill stated that they receive input from staff, teacher evaluations, and how each individual school was doing. She noted that the committee took this responsibility very seriously.

School Reports
None.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of January 26 through February 8, 2018. (File #14.)

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

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

VIII. Persons Requesting to Address the Board
President Sholler-Barber shared the public participation guidelines:

- According to Board Policy 1.2, speakers should each begin their comments by stating their name, address, and connection to/interest in the Kalamazoo Public Schools and, if applicable, the organization that they represent.
- Speakers should be courteous and professional. The chairperson of this meeting may terminate public comments that are profane, vulgar, or defamatory. Speakers should refrain from identifying individuals when offering criticism.
- Speakers have three minutes each and must stop speaking promptly when signaled.
- Speakers may not address confidential student or personnel matters, but may submit such concerns to the board in writing.
- Speakers are reminded that the board will not respond to public comments, but that the administration may or may not follow up with speakers at some point regarding speaker comments.

Lynn Hall-McLeod, 3620 Middlebury, Kalamazoo, introduced herself as the parent of a student at Kalamazoo Central High School. She stated that she was proud that her step son was one of the first Promise recipients and that KPS had served two of her children very well. Ms. Hall-McLeod noted that her youngest son had an Individualized Education Plan (IEP). She stated that she was concerned that his needs were not being met when he was absent from school. Ms. Hall-McLeod shared that the process to get homebound visits seemed unreasonable and time consuming. She noted that the district had received a doctor’s note on January 29 and as of February 8 her son had not received support services.

IX. Reports and Recommendations
None.

X. Other Business
None.

XI. Comments by Trustees
Trustee Hill shared her support for the League of Women Voters, a non-partisanship organization. She stated that if you are unhappy with something, do your research and find out what could make it better. Trustee Hill encouraged everyone to call legislators and let them know your concerns. She noted that candidates were beginning to choose their platforms and voters needed to be aware of what each candidate was supporting. Trustee Hill reminded everyone to vote.

President Sholler-Barber echoed what Trustee Hill had said and encouraged people to be aware of what candidates say about public education and what their thoughts were on funding public education.

President Sholler-Barber thanked the staff of The Woodward School for Technology and Research and The Washington Writers’ Academy for attending the summer slide reduction pilot community presentations. She also thanked the Assistant Superintendent Cindy Green, Assistant Superintendent Sheila Dorsey-Smith, and Dr. Rice for the excellent presentations about the summer slide reduction initiative that will begin this summer. President Sholler-Barber
recommended that if there were any questions regarding these presentations, parents/guardians should contact personnel at KPS. She thanked the Promise donors.

President Sholler-Barber stated that she had seen some good high school basketball and had attended a wrestling meet. She noted that KPS also had alpine skiing and hockey.

**Comments by the Superintendent**

Dr. Rice thanked President Sholler-Barber for mentioning sports as Kalamazoo Central had won the district championship in wrestling and would soon compete in regionals. He noted that Governor Snyder had put out a budget that, if approved by the state legislature, would fund a significant increase per pupil in dollars. Dr. Rice shared that the governor proposes a budget and that the legislature disposes of the budget. He noted that the legislature is ultimately responsible for passing a budget. Dr. Rice shared that if the state legislature does not implement the governor’s recommendations, the amount of money to distribute to K-12 public schools across the state would grow less significantly. He noted that this was not the end of the state budget process; rather it was the beginning of the budget process. Dr. Rice stated that what is proposed in February may or may not be passed in late May.

Dr. Rice stated that KPS had closed school a few days in the last few weeks due to illness. He noted that this had helped our schools but that we were still in flu season. Dr. Rice stated that if your child had any flu symptoms, please keep them home until their symptoms were no longer there. He asked that parents help KPS keep children and staff safe and healthy.

XII. **Closed Session (if needed)**

President Sholler-Barber did not call for a closed session, and adjourned the meeting at 7:29 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, February 22, 2018 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
I. Call to Order
President Patti Sholler-Barber called the February 22, 2018 regular Board of Education meeting to order at 7:00 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee stated that KPS would be hosting its annual secondary art show on Friday, March 2, from 5:00 to 7:00 p.m. at 1220 Howard Street. He noted that this exhibit would showcase work from KPS middle and high schools. Mr. Lee stated that this year KPS is collaborating with the Education for Employment (EFE) culinary arts program and that high school students would be catering the opening reception on March 2. He noted that in addition to the opening reception at the administration building, student work would be exhibited during Art Hop on March 2, Bronson Hospital, Little Sprout, Trombley Salon, Gazelle Sports, and the Epic Center. Mr. Lee stated that the art show at the administration building would run March 2 thru April 17 and would be open to the public between 8:00 a.m. and 5:00 p.m. Monday through Friday.

Mr. Lee presented Arcadia Elementary School Turnaround Students: Sultan Zabib, first grade; Lamontay Cox and Zahra Faustine, second grade; Abdullah Almaali, third grade; Xitali Cruz, fourth grade; and Makiyah Williams, fifth grade.

Also in attendance and introduced by Mr. Lee were Arcadia Elementary School Principal Gregory Socha, third grade teacher Mrs. Kate McNeill, and fourth grade teacher Ms. Kelly Dopheide. The students’ parents and family members in the audience were also recognized.

V. School Reports/Committee Reports
Committee Reports
Curriculum Committee. Carol McGlinn, chair, stated that the committee had met on February 14 and had received a presentation on English language learner (ELL) materials. She noted that KPS had over 1,000 ELL students that speak 62 native languages, of which 143 were refugees. Trustee McGlinn noted that KPS had applied for and received a state grant for $68,000, which would help purchase new materials for these students. Trustee McGlinn noted there were three parts to the curriculum: On Our Way to English; Collections Curriculum; and Access Newcomers. She stated that the committee had also received an update on the summer slide reduction pilot and meetings that the administration had held on the pilot in the community.
Wellness Committee. Ken Greschak, representative, stated that the Wellness Committee had met on February 15 and had discussed with Chartwells ways to update the district’s breakfast menu. He noted that he had had a lengthy conversation on educating our community about the quality and variety of lunches for KPS students. Trustee Greschak stated that the Wellness Committee planned to do an event where it would invite middle school parents to have a KPS lunch for dinner. He noted that parents would be able to experience lunch as their children did. Trustee Greschak stated that the committee hoped that this would build awareness of quality and selection of foods for KPS children. He noted that the committee had discussed the possibility of holding flu clinics at all KPS buildings next year to give staff the opportunity to easily get flu shots.

Communities in Schools (CIS). Carol McGlinn, representative, stated that the Community in Schools board had met on February 16 and had discussed strategic planning. She noted that the CIS board had asked Dr. Rice to speak about how it could increase engagement in academic areas and other ways that CIS could support KPS academically. Trustee McGlinn stated that the superintendent also spoke about the proposed elimination in the president’s budget of the 21st century after-school grants and Title II professional development dollars.

Dr. Rice noted that CIS’s 21st century grants had been five-year grants originally for $1,500,000 in total annually and were cut back to $1,350,000 a year for the following four years. Dr. Rice urged interested parents and community to call their U.S. representatives and U.S. senators to tell them we want to fully fund 21st century grants as well as the Title II professional development grants.

Evaluation/Accountability. Jennie Hill, chair, stated that the committee had met on February 20 and had discussed Dr. Rice’s evaluation. She noted that it was the most important job the committee had. Trustee Hill stated that this evaluation was a reflection on how the district was improving in student achievement as well as many other factors. She noted the different artifacts that Dr. Rice may present to the committee including a yearly progress report and a self-evaluation.

Trustee Greschack read a proposed board resolution:

**BOARD RESOLUTION IN THE WAKE OF THE TRAGEDY IN PARKLAND, FLORIDA**

WHEREAS, the Kalamazoo Public Schools Board of Education approved a policy on February 2, 2017 that banned weapons, including guns, from schools and other buildings in the district; and

WHEREAS, the Board of Education and school administration have lobbied locally elected state legislators to support state legislation to ban guns, carried concealed or carried open, in schools and other buildings in school districts;

WHEREAS, the Board of Education and school administration have lobbied locally and state elected federal legislators to support federal legislation to ban guns, carried concealed or carried open, in schools and other buildings in school districts;

WHEREAS, the tragedies in Parkland, Florida and many other jurisdictions require immediate action of our elected officials in Lansing and Washington;

NOW, THEREFORE BE IT RESOLVED that the Kalamazoo Public Schools Board of Education hereby strongly urges its locally elected state and federal legislators—Senator Gary Peters, Senator Debbie Stabenow, Congressman Fred Upton, state Senator Margaret O’Brien, state Representative Brandt Iden, and state Representative Jon Hoadley—to address these
tragedies with the following: a review of gun laws; more community mental health funding for our children and families in our communities; more school mental health funding for our children and staff in our schools; a background check system that prohibits those with relevant criminal or mental health issues from owning guns; and a ban on guns in schools.

**BE IT FURTHER RESOLVED** that the Board of Education urges its colleague school boards across the state and country to exercise similarly their collective voices on behalf of students, staff, and families in their communities.

**MOTION:** Moved by Trustee McGlinn, and supported by Trustee Freedman, to approve the Board Resolution in the Wake of the Tragedy in Parkland, Florida.

**Board discussion:**
Trustee McGlinn stated that it had been a difficult time for the Kalamazoo community and the board felt that it was very important to have this resolution. She noted that she was very proud of the KPS student protests and the great petition drive. Trustee McGlinn stated that there were many things that needed change, including mental health services, professional development, training for staff, and community awareness of who is struggling and how they reach out for help.

President Sholler-Barber stated that if this resolution is adopted, KPS would send this resolution out globally to all area boards to encourage them to unify with us to make change by putting pressure on legislators at the local, state and national level. She noted that this is something KPS can do to be proactive for students, employees, and community.

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

Superintendent Dr. Rice read the following statement regarding the Parkland Tragedy:

*President Sholler-Barber, members of the board of education, members of the community, I appreciate the opportunity to speak to you at this moment, though it is a sad time in our nation’s history.*

*In the wake of the profound tragedy in Florida, I appreciate the board’s approval of a resolution of support of a series of efforts that Congress and the Michigan State Legislature can undertake to make us safer in schools. School districts across the state have had to cut significantly over the last 15 years. The School Finance Research Collaborative study, the state’s first comprehensive school finance adequacy study, finalized and published last month, makes clear that Michigan substantially underfunds schools throughout the state. Lieutenant Governor Calley’s own study shows that special education alone is underfunded by $700 million statewide. We need more money in Michigan schools for a wide range of supports—psychologists, social workers, counselors, therapists, nurses, and behavior specialists, not to mention teachers, support staff, and administrators. We also need to prohibit guns in schools across the country. Our board of education had the foresight to prohibit them in our district a year ago. It’s time for a national ban.*

*I wanted to share a few thoughts on some of the actions that we have taken inside and outside the district in the last few days. These thoughts are not exhaustive but illustrate in a small way what we are working to accomplish given this most recent national tragedy.*

*I am proud of our students at Kalamazoo Central who began a petition to help make communities safer across the country. I met with some of them on Monday and appreciate their advocacy. I*
am also proud of our students at Loy Norrix, Hillside, and Maple Street, who yesterday held peaceful walk-outs in support of the students in Parkland.

We have met or spoken with local law enforcement officials daily. Yesterday, I met with members of law enforcement community: Kalamazoo County Sheriff Rick Fuller, Kalamazoo Township Police Chief Bryan Ergang, members of the Kalamazoo Department of Public Safety, and our chief of security, Don Webster. We discussed our current work and efforts underway to tighten security in a variety of ways in our schools. We continue to review building security plans and protocols.

We have begun planning for a range of additional safety measures. Some of these would be funded in our school bond, on the ballot on May 8. These measures would help make physical changes to the schools that would continue efforts of the past several years to improve the physical security in our schools. Other efforts are associated with staff and student training—some underway and in the process of expansion, some in the planning stages—including trauma-informed care, restorative justice practices, and active shooter drills. We currently do lockdown, tornado, and fire drills during the school year.

Fifty (50) staff members just completed a three-month trauma-informed care professional development. More will be receiving this professional development in the future. Thirty-seven (37) staff members are receiving restorative practices training in the next two weeks. More will receive in the future. Both of these efforts build on earlier efforts of the district, in partnership with community organizations.

We have continued our lobbying efforts in a number of areas. On Tuesday, I met with Congressman Fred Upton, several law enforcement officials, and a few superintendents to urge what our board of education just passed in its resolution: more community mental health funding for our children and families in our communities, more school mental health funding for our children and staff in our schools, a background check system that prohibits those with significant criminal or mental health issues from owning guns, a ban on guns in schools, and a review of current gun laws. We have made and will continue to make efforts at the state level as well. The reality is that we need assistance and leadership from both Washington and Lansing.

In recent years, we have added more than 1,000 security cameras in schools and buses. We have added buzzer/intercom/camera systems at the entrances to virtually all of our schools. We have changed a number of our entrances to make them more secure. We have added security staff and returned a school resource officer to Kalamazoo Central, in addition to the school resource officer at Loy Norrix. We have trained staff members—individuals and in some cases whole staffs—in positive behavior supports, Capturing Kids’ Hearts, trauma-informed care, and adaptive schools training. We have partnered with Communities In Schools, Gryphon Place, Kalamazoo County Mental Health and Substance Abuse Services, the YMCA, the YWCA, and many other community partners. This year, with grant funding from the Michigan Health Endowment Fund, in partnership with Communities In Schools and Family and Children Services, we are incorporating a mental health practitioner at each of five elementary schools, to be expanded next year.

We continue to encourage and appreciate staff, students, and families reporting incidents and issues of concern to the proper authorities. It is particularly critical for our students to know that if they “see something,” they should “say something.” Please help us reinforce this message with our children.
We are under NO illusions: not a single one of these measures is a complete preventative, not a single one a cure-all. But each of these measures makes us a stronger community, a safer community, in support of our students and staff. We have made significant strides in the last several years, and expect to make many others in partnership and collaboration in the coming weeks, months, and years.

The board and community’s support and partnership are critical as we address this challenging moment in our nation’s history. Thank you.

School Reports
None.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of February 9 through February 22, 2018. (File #15.)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. February 8, 2018 Regular Meeting Minutes; VII.B. Purchase Recommendations 2018-12, 2018-13, 2018-14, and 2018-15; and VII.C. Personnel Changes

Deputy Superintendent of Business, Communications and Operations Gary Start reviewed the purchase recommendations:
- 2018-12 in the amount of $68,238.00 from the Section 41b Michigan Department of Education grant to purchase academic support programs for English language learners (ELLs);
- 2018-13 in the amount of $42,540.82 from the 2010 bond for network fiber optic cabling for the new transportation property;
- 2018-14 in the amount of $37,700.00 from the 2013 bond for a complete replacement of the pool filter system at Loy Norrix High School; and
- 2018-15 in the amount of $43,777.58 from the state early literacy grant for the purchase of Leveled Literacy Intervention (LLI) kits.

Mr. Start stated that districts need to issue bonds for certain unavoidable building-related expenses. He noted that items such as a pool filter and cabling for the new transportation property must be done. Mr. Start stated that without bonds, these would have to be paid from the general fund.

MOTION: Implied to approve the Consent Calendar as presented.

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

VIII. Persons Requesting to Address the Board
President Sholler-Barber shared the public participation guidelines:
- According to Board Policy 1.2, speakers should each begin their comments by stating their name, address, and connection to/interest in the Kalamazoo Public Schools and, if applicable, the organization that they represent.
- Speakers should be courteous and professional. The chairperson of this meeting may terminate public comments that are profane, vulgar, or defamatory. Speakers should refrain from identifying individuals when offering criticism.
- Speakers have three minutes each and must stop speaking promptly when signaled.
• Speakers may not address confidential student or personnel matters, but may submit such concerns to the board in writing.
• Speakers are reminded that the board will not respond to public comments, but that the administration may or may not follow up with speakers at some point regarding speaker comments.

Amanda Miller, 34969 CR 652, Mattawan, introduced herself as the Kalamazoo Education Association (KEA) president and stated that the KEA was committed to work in partnership with KPS and the families and students of its community. She noted that the KPS family had witnessed an attack on one of its teachers recently. Ms. Miller stated that the KEA had two questions of its school administration:
• What additional measures need to be taken to ensure safety for all KPS students and staff?
• What supports, programs, and interventions need to be implemented to ensure the well-being necessary for KPS students and the district to thrive?

Ms. Miller noted that research had shown that investing in the following supports and programs would improve student achievement and safety in schools:
• Restorative justice practices, training, and implementation;
• Progressive discipline policies with high expectations; and
• School leaders who give teachers a voice, foster collaboration, and actively engage parents/communities.

Ms. Miller stated that KEA demands that the following work begin immediately to protect its students:
• Review of all building safety plans to ensure that staff are properly trained in emergency and lockdown procedures;
• Review of all building behavior plans to ensure that they include progressive discipline, high expectations, and adequate supports to follow through with fidelity;
• Provide all staff training on the effects of trauma and restorative justice practices;
• Ensure adequate mental health services for all students and staff, including nurses and school counselors in every building;
• A survey of all KPS staff members that brings educator voice to the process; and
• A survey of all parents in KPS schools that ensures they can trust their child will be safe.

Kary Mack, 1505 Waverly Dr., Kalamazoo, introduced herself as a parent and a teacher at Hillside Middle School. She thanked Dr. Rice for the recent email sent to all staff regarding recent events surrounding Parkland, Florida. Ms. Mack stated that she was surprised that there had been no email to staff regarding the recent attack of a teacher at Kalamazoo Central. Ms. Mack shared from a survey done by KEA that in the last four years 201 teachers had left and 130 of those were by choice. She noted that out of 230 teachers surveyed, 156 were able to say that they felt safe in their classroom. Ms. Mack stated that 122 teachers said they had not been assaulted and 92 teachers said they would leave tomorrow. She asked the board to commit to listening and working with teachers to ensure that they all felt safe.

Allen Webb, 84 Echo Hills Dr., Kalamazoo, introduced himself as a professor of English at Western Michigan University, a parent of two grown children who had gone through KPS, a second grade child at El Sol Elementary School, and a child in the PEEP program at Indian Prairie Elementary School. He noted that Chris Bullmer, a former KPS teacher, had been a student of his and that he was proud of many of his students who now work in KPS. Mr. Webb stated that he had organized a celebration of Dr. Martin Luther King Jr. Day at Western Michigan University. He noted that there had been a session on gun violence and that Dr. Rice had spoken to the whole
community on the importance of keeping gun violence out of schools. He thanked Dr. Rice for speaking with the community. Mr. Webb shared how impressed he was with the bilingual program at El Sol Elementary. He noted that his daughter was in second grade and was reading and writing Spanish every day. Mr. Webb stated that El Sol brought together our community by being so diverse. He noted that the Hispanic community was at home there and a part of the Kalamazoo community. Mr. Webb stated that he is proud of KPS for standing against gun violence in its schools.

Robin Hansen-Church, 2915 Crestview Ave, Kalamazoo, introduced herself as a grandmother of a fourth grade student at Northeastern Elementary School and a senior at Kalamazoo Central High School. She noted that she had been a PEEP teacher for 27 years and that she wanted to encourage consistent, reliable, behavior support programs in the PEEP program. Ms. Hansen-Church stated that as a teacher she had witnessed bullying and some children throwing objects and pushing and hitting staff and students. She noted that she was instructed by her principal that there were to be no time outs and no restraining of students exhibiting these behaviors even though she had been trained for that situation. Ms. Hansen-Church stated that the only option for disruptive children was to send them to Croyden School. She noted that she did not feel supported and that there needed to be a behavior policy written for PEEP teachers outlining behavior support options.

Robert Clark, 7839 Harvest Hill Lane, Kalamazoo, introduced himself as a parent of a daughter at Kalamazoo Central High School and a son at Maple Street Magnet School for the Arts. He stated that the events in Parkland had shaken the community and that he was proud of the students demonstrating their opposition to guns in school. He explained that he was very concerned for the safety of the students who were out in the open and vulnerable to any potential shooters. Mr. Clark asked for security from the Kalamazoo Public Schools on March 14, the date of the national walk-out.

Clifton Fraley-Burgett, 1220 Highgate, Kalamazoo, introduced himself as a teacher and a parent of four children in KPS. He stated that he had had to remove one of his children from Hillside Middle School at one time and put him in private school because of an unruly environment and poor leadership. Mr. Fraley-Burgett noted that all of his children were asking him about the safety of their schools. He thanked the board for better leadership at Hillside Middle School today. Mr. Fraley-Burgett stated that on occasion he had reported concerns that he did not feel were taken seriously. Mr. Fraley-Burgett asked that the district work together with teachers and listen to those who identify students that may be a threat to staff and students.

Angela Gross, 2314 La Cross St, Kalamazoo, introduced herself as a parent of two children at Dr. Martin Luther King Jr. in Westwood Elementary School. She stated that she was very pleased with the content of the letter sent home with her children that week, and also very happy with the resolution that she had heard at tonight’s meeting. Ms. Gross hoped that she would hear something from the board regarding its position on national walk-outs discussed for March 14, 24, and April 20. She stated that she hoped the position would mirror what Grand Rapids Public Schools had announced: participation in the national walk-outs as a district.

Beth Lupe, 6320 Torrington, Kalamazoo, introduced herself as a Gilmore Department of Education employee who teaches piano at Woods Lake Elementary: A Magnet Center for the Arts. She echoed Ms. Hansen-Church. Ms. Lupe stated that it was very disturbing to see children continue not to receive services as they grow older. She noted that Principal Micole Dyson was an incredible leader but did not have enough support. Ms. Lupe asked board members to visit KPS buildings. She stated that until board members experience the schools for themselves that she wasn’t sure they understand staff concerns.
Tim Russ, 24 Robinhood Dr., Grand Rapids, introduced himself as a uniserv director for the Michigan Education Association. He stated that KPS had a lack of trust for teachers to have access to the records they need to work with students to make sure they are successful in their behaviors. Mr. Russ noted that it seemed that KPS believed that teachers would use that information to discriminate against students and not treat them fairly. He stated that KEA requires teachers to fully understand everything about kids to help them be successful. He stated that he believed there was a lack of accountability if kids were where they were not supposed to be, and that is why a staff member was assaulted at Kalamazoo Central. Mr. Russ noted that if a student is found in the hall where he or she are not supposed to be, there should be a consequence.

IX. Reports and Recommendations
Superintendent Dr. Michael Rice presented a report on KPS graduation rates. He stated that KPS and other Michigan districts received their graduation rates many months after KPS students graduate, and that districts had just received their graduation rates yesterday from the state. Dr. Rice noted that the state of Michigan needed time to be able to account for all students accurately. He stated that when talking about the most recent graduating class, he would be talking about the 2017 data.

| KPS Rolling 3-Year Graduation Rates (4-Year Cohort) |
|---|---|---|---|---|---|---|---|
| 63.7% | 65.4% | 66.2% | 67.7% | 68.3% | 69.6% | 71.0% |
| Increases six years in a row |

The district's rolling three-year graduation rate for graduation in four years has increased each of the last six years. For 2015 through 2017, the rate was 71.0%. Six years ago, the district's rolling three-year graduation rate for graduation in four years was 63.7% in 2009 through 2011.

| KPS Rolling 3-Year Graduation Rates (5-Year Cohort) |
|---|---|---|---|---|---|---|
| 69.4% | 70.5% | 71.9% | 73.5% | 73.6% | 74.7% | 76.0% |
| Increases six years in a row |

The district's rolling three-year graduation rate for graduation in five years has also increased each of the last six years. For 2015 through 2017, the rate was 76.0%. Six years ago, the district's rolling three-year graduation rate for graduation in five years was 69.4% in 2009 through 2011.

| KPS Graduation Rates (4-Year Cohort) |
|---|---|---|---|
| 2013 | 2014 | 2015 | 2016 |
| 65.2% | 68.8% | 71.0% | 69.0% |
| 2017 |
| 72.9%* |

*Highest rate in ten years under the new federal formula
When President Obama spoke at the KCHS graduation in 2010 as the prize for the first Annual Race to the Top Commencement Challenge, the district four-year graduation rate was 63.1%.

In 2017, the district four-year graduation rate had risen to 72.9%, a ten-percentage point increase since the president’s visit. This four-year rate is the district’s highest in the 10-year history of the uniform federal graduation rate formula.

<table>
<thead>
<tr>
<th>KPS v. State Graduation Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
<tr>
<td>(4-Year Cohort)</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>2013</td>
</tr>
<tr>
<td>KPS</td>
</tr>
<tr>
<td>State</td>
</tr>
<tr>
<td>2020 Board of Education Goal: 79.0%</td>
</tr>
</tbody>
</table>

KPS has cut the gap in four-year graduation rates between KPS and the state from 11.8 percentage points in 2013 (KPS, 65.2%; the state, 77.0%) to 7.3 percentage points in 2017 (KPS, 72.9%; the state, 80.2%).

Over the last several years, the state has been 45-48 percent free or reduced-price lunch eligible, KPS students 65-70 percent free and reduced-price lunch eligible. As such, KPS is typically about 50 percent poorer than the state as a whole. Catching the state is a challenge. KPS is approaching the state. KPS has cut more than one-third of the gap in four-year rates between KPS and the state in the last four years.

<table>
<thead>
<tr>
<th>Graduation Rates: KPS v. Other Districts</th>
</tr>
</thead>
<tbody>
<tr>
<td>(4-Year Cohort)</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>2017</td>
</tr>
<tr>
<td>Flint</td>
</tr>
<tr>
<td>Grand Rapids</td>
</tr>
<tr>
<td>KPS</td>
</tr>
<tr>
<td>Lansing</td>
</tr>
<tr>
<td>Saginaw</td>
</tr>
</tbody>
</table>

The above chart compares KPS with its socioeconomic peers in the state. Saginaw has no alternative high schools.

<table>
<thead>
<tr>
<th>KPS Graduation Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td>(5-Year Cohort)</td>
</tr>
<tr>
<td>2014</td>
</tr>
<tr>
<td>72.4%</td>
</tr>
</tbody>
</table>

*Highest rate in 10 years under the new federal formula

Some children take an additional year to graduate. The district's five-year graduation rate is 76.5%, the second highest in the last 10 years. KPS four-year graduation rate for 2017 was 72.9%, its five-year graduation rate 76.5%, and its six-year graduation rate, also tracked by the state and federal governments was 80.08%.
Graduation Rates: KPS v. Other Districts  
(5-Year Cohort)

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flint</td>
<td>67.8%</td>
</tr>
<tr>
<td>Grand Rapids</td>
<td>70.0%</td>
</tr>
<tr>
<td>KPS</td>
<td>76.5%</td>
</tr>
<tr>
<td>Lansing</td>
<td>58.6%</td>
</tr>
<tr>
<td>Saginaw</td>
<td>78.1%</td>
</tr>
</tbody>
</table>

This chart compares KPS to its socioeconomic peers in five-year graduation rate. Again, Saginaw in the absence of alternative education, is just ahead of KPS.

KPS v. State Graduation Rates  
(5-Year Cohort)

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>KPS</td>
<td>72.4%</td>
<td>73.3%</td>
<td>78.3%</td>
<td>76.5%</td>
</tr>
<tr>
<td>State</td>
<td>80.4%</td>
<td>82.0%</td>
<td>82.8%</td>
<td>82.8%</td>
</tr>
</tbody>
</table>

2020 Board of Education Goal: 81.0%

In 2014, KPS was eight percentage points behind the state five-year graduation rate. Now, we are 6.3 percent below the state. KPS has reduced the gap by 20 percent in the last three years.

KPS African American Male Graduation Rates  
(4-year)

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>46.7%</td>
<td>50.6%</td>
<td>51.8%</td>
<td>53.2%</td>
<td>54.3%</td>
<td></td>
</tr>
</tbody>
</table>

Increased 4 years in a row

KPS African American male graduation rates have increased each of the last four years. The four-year graduation rate has increased from 46.7% in 2013 to 54.3% in 2017, an increase of 7.6% over the last four years.

KPS, Other Districts, and State  
African American Male Graduation Rates-2017

<table>
<thead>
<tr>
<th></th>
<th>4-year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flint</td>
<td>66.7%</td>
</tr>
<tr>
<td>Grand Rapids</td>
<td>60.0%</td>
</tr>
<tr>
<td>KPS</td>
<td>54.3%</td>
</tr>
<tr>
<td>Lansing</td>
<td>55.4%</td>
</tr>
<tr>
<td>Saginaw</td>
<td>73.0%</td>
</tr>
<tr>
<td>State</td>
<td>62.9%</td>
</tr>
</tbody>
</table>

Across the state and country, graduation rates for African American young men are of issue and need to be improved.
The KPS African American male five-year graduation rate is at 63.4%, 2.5 percentage points below the state at 65.9%.

<table>
<thead>
<tr>
<th>KPS, Other Districts, and State</th>
<th>5-year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flint</td>
<td>64.8%</td>
</tr>
<tr>
<td>Grand Rapids</td>
<td>69.8%</td>
</tr>
<tr>
<td>KPS</td>
<td>63.4%</td>
</tr>
<tr>
<td>Lansing</td>
<td>46.9%</td>
</tr>
<tr>
<td>Saginaw</td>
<td>72.5%</td>
</tr>
<tr>
<td>State</td>
<td>65.9%</td>
</tr>
</tbody>
</table>

The KPS four-year dropout rate was 8.94% in 2017, compared to the state's 8.65%. This is the closest the district has ever been to the state in this metric.

Relatively recent initiatives to increase district student achievement and graduation rates:
- Began staff and community mentoring of students;
- Implemented culturally responsive education professional development;
- Restructured Phoenix High School; and
- Created Kalamazoo Innovative Learning Program (KILP).

Selected earlier initiatives (still in the pipeline) to increase student achievement and graduation rates:
- Expansion of full-day and part-day pre-kindergarten;
- Expansion of full-day kindergarten;
- Lift Up Through Literacy;
- Curriculum development;
- Upper elementary teacher specialization; and
- Adoption of new K-5 English language arts materials

Board discussion:
Trustee Hill asked Dr. Rice if KPS had increased its student enrollment in the past ten years.

Dr. Rice explained that student enrollment in the past 13 years had increased by 2,500 students and by 1,300 students in the past 11 years.

Trustee Hill asked about KPS demographics pre- and post-Promise (pre- and post-2005).

Dr. Rice stated that KPS is roughly what it was, though bigger, than in 2005. He noted that KPS is a little poorer, the free and reduced -price lunch percentage has increased locally as well as for the entire state. Dr. Rice explained that while socioeconomically KPS is worse off, ethnically KPS is
almost exactly what it was in 2005. He stated that when the Promise started, KPS was approximately 48 percent African American, 39 percent white, 11 percent Latino, 2 percent Asian American, and 1 percent Native American. Dr. Rice noted that the white population had dropped approximately 2 percent over the last 12 years, while the Latino population had increased approximately 2 percent in the same period. He stated that KPS had 2,544 more students than twelve years ago. Dr. Rice noted that teaching is a more challenging profession with fewer resources. He noted that KPS is graduating more children in spite of the fact that the state’s graduation standards are higher, while our inflation-adjusted resources are lower. Dr. Rice stated that KPS is graduating more children who are a higher percentage of poor children who come to school with a range of challenges that KPS did not see years ago.

Trustee McGlinn stated that she was disappointed that educators had left the meeting before hearing the information in Dr. Rice’s presentation. She noted that this was about KPS students and how they were doing academically. Trustee McGlinn stated that KPS students were doing better because of their teachers, administrators, and school community working together. She noted that KPS educates all children, including some that can be very challenging. Trustee McGlinn stated that KPS needed to celebrate its student’s successes and to use them as motivation to continue working together.

President Sholler-Barber echoed Trustee McGlinn. She stated that this was about the educators, the people that helped students graduate. President Sholler-Barber stated that this was how KPS can see the successes. She noted that educating students is much harder today than in the past. President Sholler-Barber commended all the educators, staff, paraprofessionals, and all others that have helped students graduate.

X. Other Business
None.

XI. Comments by Trustees
Trustee Freedman stated that this was a difficult time to be an educator. She noted that she appreciated all of the comments and concerns that were brought up at the meeting. Trustee Freedman stated that she wanted to focus on the fact that we are all in this together: the board, the administration, teachers, staff, parents, and the wider community. She believed that children will benefit from seeing all of us working together to find workable solutions. Trustee Freedman noted that the legislature had a responsibility to provide the resources necessary to get the job done. She reminded everyone to call their state representative, state senator, and others, and ask them to help us find the necessary resources to educate all children in Michigan.

Trustee Harrison stated that she was disappointed that so many people had left the meeting and did not have the opportunity to see the progress that had been made in the district. She wanted to see teachers have the tools they needed to work with all students. Trustee Harrison noted that increasing the amount of culturally responsive education training would be a first step. She hoped the community would help to find the mental health services that children need.

Trustee Hill stated that she too was disappointed that so many teachers had left early because she wanted to thank them for coming. She wanted to address the gun violence; the unthinkable continues to happen. Trustee Hill noted that everyone is scared, feeling helpless, wanting to keep their children safe. She stated that gun violence is being repeated at movie theaters, restaurants, neighborhoods, and home. Trustee Hill noted that she was proud of the students in Florida and KPS students for staging their walkouts in a proactive way. She stated that our single votes collected together can help with change. Trustee Hill noted that the KPS weapons policy 3.15
begins with “to the extent permitted under the law.” She stated that we cannot change that law unless we vote for people who share our views. Trustee Hill suggested people visit www.vote411.org for non-partisan information on candidates from the League of Women Voters.

Trustee Freedman stated that she was very grateful so many teachers came to express their feelings. She thanked the KPS teachers.

Trustee Herschleb stated that he was tired of seeing so many things about gun violence on social media that reflected emotions rather than helpful conversations. He noted that the board had people on both sides of the gun issue; however, they respected each other’s opinions and had come up with both a policy and a resolution. Trustee Herschleb asked that we work together to make change and solve the problem.

Trustee McGlinn stated that things work best when we work together. She noted that we are such a polarized nation, there is no coming together. Trustee McGlinn stated that we cannot just think about ourselves, we need to think about everyone, including the children of the district.

President Sholler-Barber reminded everyone that Kalamazoo Central High School was having a one-act play festival February 22-25. She stated that the theatre in KPS was fabulous and encouraged parents, family, and community to attend one of the performances. President Sholler-Barber noted that Tuesday, March 20, the KPS music department showcase concert would take place at Chenery Auditorium at 7:00 p.m. She stated that this was a combined elementary choir, Loy Norrix High School string quartet, Loy Norrix High School cello quartet, and Kalamazoo Central High School and Loy Norrix High School jazz ensemble.

President Sholler-Barber thanked the board. She stated that her 45 years in education have been based on the belief in kids and teachers and the immeasurable worth of them both. President Sholler-Barber noted that in light of national events, she now had to worry about the safety of both. She indicated that the board was trying very hard to listen to everyone and continue to demand better funding at every opportunity. President Sholler-Barber is very proud of the KEA coming out to this meeting this evening and that she too had been a proud member of OEA, MEA, and NEA. She believed in education associations. President Sholler-Barber was pleased to receive the publication the KEA put out at tonight’s meeting and believed the things they were asking for were valid, however, they take funding. She stated that KPS was working hard to get funding. President Sholler-Barber noted that Dr. Rice was a huge advocate at the local and at the state level. She asked community members to be educated voters and to vote. President Sholler-Barber stated that only 13% to 18% of eligible voters actually vote, and that we must change that. She encouraged people to communicate to the community the needs of the schools. She commends KEA for working as a team, to be there for each other and to understand each other, for all of us, all of the time.

**Comments by the Superintendent**

None

**XII. Closed Session (if needed)**

President Sholler-Barber did not call for a closed session, and adjourned the meeting at 8:48 p.m.

**XIII.** President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, March 8, 2018 at 7:00 p.m.
Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
I. Call to Order
President Patti Sholler-Barber called the March 8, 2018 regular Board of Education meeting to order at 7:02 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Absent: Craig Herschleb. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee presented Northglade Montessori Magnet School turnaround students: Mariah Burton and Jeremy Staggs, second grade; Zamir Jones, third grade; Zyaire Fuller, Christian Jones, and Jayden Moore, fourth grade; and LeVarn Smith (unable to attend), fifth grade.

Also in attendance and introduced by Mr. Lee were Northglade Principal Dale Mogaji and Northglade teachers Ms. Donna Partin and Ms. Raffeal McGee. The students’ parents and family members in the audience were also recognized.

V. School Reports/Committee Reports
Committee Reports
Operations Committee, Ken Greschak, chair, stated that the committee had met on February 27 and had discussed the state and federal budgets. He noted that the committee had also discussed the School Finance Research Collaborative study, the recent state school finance adequacy study that studied the true costs of educating Michigan children.

Policy Committee, Jennie Hill, representative, deferred discussion to item IX on the agenda, Reports and Recommendations, at which time the policy meeting discussion would be read aloud.

School Reports
None.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of February 23 through March 8, 2018. (File #16.)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A.1. December 21, 2017 Regular Meeting Minutes; VII.A.2. February 22, 2018 Regular Meeting Minutes; VII.B. Purchase Recommendation 2018-16; and VII.C. Personnel Changes.
Deputy Superintendent of Business, Communications and Operations Gary Start reviewed purchase recommendation 2018-16 in the amount of $574,433.01 from the 2013 bond, partially funded by federal reimbursement, for the replacement and upgrade of network electronics and battery backup (UPS) units.

Mr. Start stated that districts need to issue bonds for certain unavoidable building-related expenses. He noted that KPS needed a solid network for all of the technology in the district, and to have battery backup. Mr. Start stated that without the bond and federal E-rate money, KPS would have had to use funds from the general fund, which would have reduced dollars for student needs.

MOTION: Implied to approve the Consent Calendar as presented.

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

President Sholler-Barber thanked the voters for supporting KPS bonds.

Persons Requesting to Address the Board
None.

VIII. Reports and Recommendations
A. Board of Trustees’ Code of Conduct – First Reading
Dr. Rice explained that the board hears policies in two readings. He stated that the first reading was for the purpose of informing the community about what is being considered, sharing the draft policy, discussing it, answering any questions, and perhaps fine-tuning some of the language. Dr. Rice advised that the second reading at the next regular board meeting would be for the purpose of voting on the new code of conduct.

Trustee Hill read the Board of Trustees’ Code of Conduct into the record and noted that the ninth element related to the Michigan Association of School Boards Board of Education Governance Standards (2017) was the single change.

1. The Board as a whole determines the District’s policies and goals.

2. The Board acts as a team. To promote such teamwork, each Board member will:

   A. Show respect for the views of fellow Board members.

   B. Listen respectfully to the views of the Board members and consider how the views of all Board members might best be incorporated.

   C. Not personalize issues.

   D. Speak and act civilly at all times.

3. The President shall seek to treat all Board members with respect and build the Board’s strength as a team.
4. Board members must disclose financial conflicts of interests and cannot vote on items that might provide a private financial benefit to the Board member or the Board member’s immediate family.

5. The Board and Superintendent will operate as a team so as to achieve District goals more effectively.

6. Board members will seek to avoid surprises for other Board members and the Superintendent at public meetings.

7. The Board shall regularly engage in two-way communication with the community, both seeking and sharing ideas about the District.

8. The Board will set the tone for the District by acting in a respectful manner towards the District community.


**Board discussion:**
Trustee Harrison stated that she was excited that the board was working with a more adapted code of conduct and that she looked forward to developing and expanding the code of conduct in the future.

President Sholler-Barber stated that the Board of Trustees’ Code of Conduct had been adopted in 2002 and revised in 2008, and now the board was adding the Michigan Association of School Boards (MASB) suggestions to clarify responsibilities so that all members would understand board expectations. She noted that board work is different from anything else they do, and that team building was a big part of the job. President Sholler-Barber stated that a solid, trusting foundation was needed to get the district work done.

**B. Policy 8.6 – Administering Medication to Students – First Reading**
Trustee Greschak read policy 8.6 into the record.

**Policy**
When informed by a physician and a parent/guardian that a student must receive medication during the school day to participate fully in and receive the benefits of the programs offered by the Kalamazoo Public Schools, designated district school personnel should administer such needed medication or facilitate the student’s self-medication, or administer the use of an inhaler or epinephrine auto-injector.

**Specifics**

1. The superintendent, or designee, will establish procedures for the administration of both prescription medication and non-prescription medication by school personnel and for the administration of an inhaler or epinephrine auto-injector, consistent with the requirements of the Michigan Revised School Code, MCL 380.1178, 380.1179 and 380.1179a, and Michigan Department of Education guidelines.

2. Parents and guardians will be notified that, whenever possible, medications for students should be administered by parents/guardians at home.
**Board discussion:**
Trustee McGlinn asked if there had been an issue with inhalers and EpiPens in the past or if this was a change in the state law that required a policy change.

Trustee Greschak stated that it was a change in the state law.

Trustee Hill stated that she is a registered nurse and was glad to see that KPS has policies and procedures in place; however, she wished that the state provided funding for a nurse in each building that could administer medications to students. She thanked the secretaries that do much of this important job every day.

**X. Other Business**
None.

**XI. Comments by Trustees**
Trustee McGlinn stated that she had attended the MASB winter conference for a session on board/superintendent relationships and the importance of teamwork. She noted that it had confirmed a lot of the things that they do as a board and how the trustees communicated with Dr. Rice. Trustee McGlinn stated that it was always helpful to network with members of other school boards to share different experiences, and encouraged KPS board members to attend MASB trainings.

Trustee McGlinn noted that the Reading Now Network conference at Western Michigan University had been a great opportunity to discuss reading, specifically around family and community engagement. She stated there had been over 400 participants at this event, with wonderful speakers and motivational information provided.

Trustee Hill stated that she had attended the downtown Art Hop and that the Epic Center had featured some student artwork from The Woodward School for Technology and Research. She commended Woodward Elementary art teacher, Todd Patrick, for the inspiring, and touching artwork. Trustee Hill stated that the artwork had addressed social issues such as poverty, learning disabilities, and the shootings in Parkland, Florida. She noted that art was a wonderful outlet for students and that Mr. Patrick was a fantastic teacher to guide them.

Trustee Greschak stated that he wanted to acknowledge the March 14 national school walkout events planned for KPS in response to the Marjory Stoneman Douglas High School shootings in Parkland, Florida. He noted the strong support from the board and administration for our young people to voice their feelings. Trustee Greschak stated that events would be celebrated in the schools individually and that he was very impressed by the student leadership.

President Sholler-Barber stated that the art exhibit on March 2 at the KPS administration building, which had showcased incredible student talent, was well attended by parents and community. She congratulated the Kalamazoo Central High School girls’ basketball team for winning the district championship. President Sholler-Barber explained that on March 9, KCHS boys’ basketball would be playing in the district finals at Kalamazoo Central and that Loy Norrix High School boys’ basketball team would be playing at Gull Lake High School that same night.

President Sholler-Barber noted that she had attended literacy night, which had provided an opportunity for her to see students enjoying their schools. She stated that she had seen amazing displays of literacy at Winchell Elementary School, Greenwood Elementary School, Woods Lake Elementary: A Magnet Center for the Arts, Milwood Elementary School, the Middle School
Alternative Learning Program, and Linden Grove Middle School. She thanked the teachers, parents, and support staff that helped make these events successful. President Sholler-Barber noted that the Kalamazoo Public Library was at every school promoting literacy. She thanked the Kalamazoo Public Library for being a great KPS partner.

President Sholler-Barber stated that she had also attended the MASB winter conference and that the speaker had been wonderful in breaking down the dynamics of the board/superintendent relationship. She noted that it had been a great bonding experience with members from other boards and encouraged KPS board members to attend MASB trainings.

Comments by the Superintendent
Superintendent Dr. Rice thanked all KPS educators for their work on literacy night. He stated that the creativity across the district was fantastic. Dr. Rice congratulated the Kalamazoo Central High School girls’ basketball team for winning its district championship for the fifth year in a row. He thanked educators who had recently gone through trauma-informed care professional development or restorative practices professional development. Dr. Rice thanked the board for its support of the March 14 moments, and thanked KPS students and students across the country who continue to inspire us.

XII. Closed Session (if needed)
President Sholler-Barber stated that the board was going to move to a closed session to discuss the superintendent’s evaluation.

MOTION: Moved by Trustee Hill, supported by Trustee McGlinn, to move into closed session at 7:49 p.m.

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

President Sholler-Barber stated that the board may or may not return to the floor.

President Sholler-Barber reconvened the meeting at 8:20 p.m., at which point the board unanimously adjourned the meeting.

XIII. The next regular Board of Education meeting date: Thursday, March 22, 2018 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
President Patti Sholler-Barber called the special meeting to order at 6:45 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

President Sholler-Barber explained that this meeting was called to discuss and hold a hearing on a Labor Day waiver from the Michigan Department of Education for Washington Writers’ Academy and The Woodward School for Technology and Research in support of a summer slide reduction pilot.

Board members present: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Absent: Craig Herschleb. Superintendent Dr. Michael Rice was also present.

Dr. Rice stated that the summer slide reduction pilot had been recommended and approved by the board on January 25, 2018 as an effort to reduce summer slide and improve reading levels at Washington Writers’ Academy and The Woodward School for Technology and Research. He noted that the board had approved a calendar that would reduce the number of days off in the summer from 81 days for all KPS schools last summer to 38 days this summer at Washington and Woodward. Dr. Rice stated that the summer is reduced at Washington and Woodward however, the number of school hours and days throughout the year would be the same.

Assistant Superintendent of Teaching and Learning Services Cindy Green stated that she and Assistant Superintendent of Human Resources Sheila Dorsey-Smith had worked with staff, administrators, and Dr. Rice to gather input to put together the summer slide reduction calendar. She noted that the calendar had been based on research from Richard Allington, James Kim, and others who believe that for children not to suffer a summer slide in reading levels, they must read in the summer. Ms. Green stated that KPS is trying to reduce summer slide and provide resources for children and families. Ms. Green stated that KPS is receiving a grant for diverse classroom libraries at Woodward and Washington from the Michigan Department of Education (MDE), and that Mr. Steven Curry was representing MDE at this hearing.

Trustee McGlinn asked Dr. Rice to explain why KPS had to do a waiver.

Dr. Rice stated that the state had a process, which is primarily a function of the tourism industry that would prefer that students in the state not begin prior to Labor Day. He noted that KPS understands the position; however, KPS understands the importance of its students going to school a portion of the summer to reduce summer slide in reading levels. Dr. Rice stated that this hearing was a function of a state law that was recently passed.

Ms. Sholler-Barber asked for comments regarding the proposed application for a Labor Day waiver from the Michigan Department of Education for Washington Writers’ Academy and The Woodward School for Technology and Research in support of the summer slide reduction pilot.

**Audience comments:**
*Tina Tabulog, 2420 South Burdick, Kalamazoo,* introduced herself as a longtime parent of children who have attended The Woodward School for Technology and Research. She indicated that she was a strong
advocate for this change in schedule. Ms. Tabulog stated that her son was excited about going to school in the summer, which was encouraging for her. She noted that she believed students from both buildings would benefit from this additional help during the summer. Ms. Tabulog stated that children often don’t go on vacations because parents are working throughout the summer. She explained that she was eager to see the improvement her son would make by the end of the next school year. Ms. Tabulog noted that she would have four children in three different schools next year in KPS, and that she would do whatever was needed to give her children the best education.

*Lanisha Hannah-Spiller, 2555 Ramblewood Drive, Kalamazoo, introduced herself as the principal of Washington Writers’ Academy and a parent of a student at Washington. She stated that it had been no secret that there have been challenges at both Washington and Woodward schools. Ms. Hannah-Spiller noted that this balanced calendar was a chance to do something different, and to provide an opportunity for students to use what they learn versus lose what they learn in the summer. She stated that the ultimate goal for students was to catch up, exceed, and be able to compete globally with their peers. Ms. Hannah-Spiller noted that as the principal and as a Washington parent, she strongly supported the summer slide reduction pilot for the children of Woodward and Washington.*

*Benjamin Stanley, 1008 West North, Kalamazoo, introduced himself as a Kalamazoo resident. He stated that he lived near Woodward and thought the summer slide reduction pilot was awesome. Mr. Stanley asked how local, state, and federal dollars would affect this change.*

After a call for additional comments, President Patti Sholler-Barber declared the meeting adjourned at 6:56 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
I. Call to Order
President Patti Sholler-Barber called the March 21, 2018 special Board of Education meeting to order at 5:02 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Superintendent Dr. Michael F. Rice was also present.

President Sholler-Barber explained that this meeting was called to discuss the evaluation of Superintendent Dr. Rice.

IV. Closed Session
President Sholler-Barber stated that the board was going to move to a closed session to discuss the superintendent’s evaluation.

MOTION: Moved by Trustee Hill, supported by Trustee Harrison, to move into closed session.

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

President Sholler-Barber stated that the board may or may not return to the floor.

The board returned to public session at 8:47 p.m.

President Sholler-Barber stated that the evaluation of Dr. Rice had been completed. Ratings were based on the following scale: 4, highly effective; 3, effective; 2, minimally effective; and 1, ineffective. The evaluation comprises three broad categories, with the weightings for each in parentheses: professional practice (65 percent), student growth (25 percent), and progress toward districtwide goals (10 percent). The professional practice category comprises five subcategories: governance and board relations, community relations, staff relations, business and finance, and instructional leadership.

President Sholler-Barber noted that the board’s ratings in each of the evaluation categories and subcategories were as follows:
A. Governance and Board Relations:
- Policy involvement – 4.00
- Goal development – 4.00
- Information - 3.57
- Materials and background - 3.71
- Board questions - 3.71
- Board development - 3.43
- Category rating - 3.74

Board Comments:
- Appreciate the development of long-term goals and progress towards goals.
- Dr. Rice has been proactive in moving gun ban policy, DACA resolution, and sexual harassment resolution forward.
- Responsive on issues and keeping board apprised of status.
- Appreciate the time that the policy committee, through the leadership of Dr. Rice, has devoted to reviewing and creating policies that affect current issues in our community.
- It would be useful to have dates and times of community meetings so board members can readily attend with the superintendent.
- It would be useful to have information provided to the board on various workshops attended by administration and staff such as ACEs initiatives, restorative justice, and KRESA sessions on career & tech education problem based learning.

B. Community Relations
- Parent feedback - 3.14
- Communication with community - 3.57
- Community feedback – 3.00
- Media relations - 3.29
- District image - 3.43
- Approachability - 3.64
- Category rating - 3.35

Board Comments:
- Member of the 16-member Steering and Technical Committee of the School Finance Research Collaborative.
- Initiated the mentor program through existing strong community relationships.
- Advocates for public education and school funding at all levels of government.
- Champion of kids, especially students that are underserved.
- We would like to see continued improvement in branding and marketing.
- Past president of Middle Cities Education Association, the urban school district association, and continues to represent the district.
- 2016 state superintendent of the year, Michigan Association of School Administrators.
- Continue to improve relationships with business community.
- Begin process of developing a community survey followed up by community forums or meetings 2 or 3 times a year to increase transparency.
- Could do more through individual schools and programs. Encourage senior administration and principals to engage the media as positive activities and events occur.
• Went above and beyond to provide accommodations and services that would insure that the school community could heal from the traumatic situations that started the school year.
• Set up a system of rotating meeting of parents, students and teachers to share updates and gather information (Student Advisory Council, Key Communicators, PTO presidents, and Teacher Advisory Council).
• Arranged public forums to provide information and to answer questions regarding new summer slide reduction pilot programs at Woodward and Washington.
• Highly visible in schools attending events such as third grade visits, library visits, Bronco Buds visits, and sporting events to name a few.
• It is the community dependence that the district serve as a safe haven, a resource and, in many instances, as healing agent that keeps the district moving forward and striving to do better.

C. Staff Relations
• Staff Feedback – 3.00
• Staff communications - 3.29
• Personnel matters – 3.00
• Delegation of duties -3.64
• Recruitment - 3.29
• Labor relations (bargaining) - 2.93
• Visibility in district - 3.57
• Category rating - 3.25

Board Comments:
• Appreciate the team effort and involvement of administrators and teachers when creating new initiatives.
• Piloting programs and curriculum with teacher, staff, and administration input, guidance, and participation helps build a cohesive district.
• Increased sexual harassment training and provided culturally responsive teaching training to teachers and staff.
• Created “Mirrors of Me” conference at WMU.
• Works with Teacher Advisory Council with issues and has frequent meetings with labor leadership.
• Continue to develop systems of communication with staff.
• Staff survey data would be highly useful in labor relations.

D. Business and finance
• Budget development and management – 4.00
• Budget reports – 4.00
• Financial controls – 4.00
• Facility management – 4.00
• Resource allocation – 4.00
• Category rating – 4.00

Board Comments:
• Passage of two bonds and a special education millage, as well as four enhancement millage renewals.
• Building of the first three new schools in the district since 1972.
• Excellent facilities management plan that guides us in important capital improvements.
• Much confidence in the financial team in controlling the budget and being fiscally responsible.
• Without Dr. Rice’s strong financial leadership, the district would be hard pressed to make its achievements.
• Fiscal management is key to the district’s success.

E. Instructional Leadership
• Performance evaluation system - 3.86
• Staff development – 3.00
• School Improvement - 3.93
• Curriculum – 4.00
• Instruction - 3.14
• Student feedback - 3.50
• Student attendance - 3.14
• Support for students - 3.14
• Professional knowledge – 4.00
• Category rating - 3.52

Board Comments:
• Creation of a mentoring program that, in its second year last year, served 1,696 students with 421 staff and community mentors in 6,830 weekly mentoring sessions. This is the third year of the program.
• Development of a summer-slide reduction pilot at Washington and Woodward.
• New math and new writing series in elementary.
• Significant increase in Early Middle College courses.
• Participation in the Reading Now Network. In a comparison done by the Reading Network, of the 17 KPS schools, 7 significantly outperformed their socioeconomic peers, 5 outperformed their socioeconomic peers, and 5 underperformed their socioeconomic peers.
• Reworking of district’s assessments to streamline information for teachers and administrators to assess areas in need of improvement and individualized student needs.
• For the second year in a row, we have started the school year under traumatic conditions associated with student deaths. It is the flexible leadership style, in addition to the willingness of the administration to act, that allows the district to run smoothly despite the many obstacles that we face.
• Outstanding technology improvements provided to staff and students.

F. Professional Practice Rating (65% of total evaluation)
• Category rating: 3.59

G. Other Required Components of Evaluation
• Student Growth (25% of total evaluation)
  ▪ Category rating: 3.00
• Progress Toward Districtwide Goals (10% of total evaluation)
  ▪ Category rating: 4.00
Board Comments:

- Significant progress in all seven board goal areas: reading, math, writing, Advanced Placement, graduation rates, improvement of district customer service and marketing, and improvement of career awareness, exploration, and development in the middle years of education.
- More than doubling of the number of children taking AP courses in the last decade and more than tripling of the number of AP courses that students take.
- The numbers of African American, economically disadvantaged, and Hispanic students taking AP courses have increased 228 percent, 400 percent, and 1,163 percent, respectively, during the same time period.
- More than tripling of the number of AP tests earning college credit in the last nine years.
- Graduation rates are up:
  - Three-year moving average for graduating in four years (up six years in a row);
  - Three-year moving average for graduating in five years (up six years in a row);
  - One-year rate for graduating in four years at the highest level since the new federal formula was instituted in 2008;
  - One-year rate for graduating in five years at the two highest levels in 2016 and 2017, respectively;
  - Graduation rate up 10 percentage points from 2010 when President Obama visited for honoring our work toward the creation of a college-going culture; and
  - Graduation rates up for African American males four years in a row.
- We appreciate the improvements in overall marketing strategies.
- Increase development and access to career, tech and trades education.

H. Summative Evaluation Score: 3.49

MOTION: Moved by Trustee Greschak, supported by Trustee Herschleb, to accept the evaluation from the KPS Board of Education for Dr. Rice.

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

President Sholler-Barber read into the record:

_The Board of Education agrees that the evaluation of Dr. Rice demonstrates positive progress towards district goals. Elements of the evaluation process were:_

- Governance and board relations;
- Community relations;
- Staff relations;
- Instructional leadership;
- Finance and business; and
- Student growth and progress towards district goals.

_The board reviewed Dr. Rice’s self-evaluation and the supporting data. Substantial evidence shows that Dr. Rice meets or exceeds expectations pertaining to accountability, academic improvement, and strong fiscal responsibility. He continues to honor and protect the district when representing KPS in Lansing, with Middle Cities, and in his work on the School Finance Research Collaborative Steering and Technical Committee. In summary, the 2017-2018 evaluation of Dr. Rice is effective and meets the requirements set by the State of Michigan._
President Patti Sholler-Barber declared the meeting adjourned at 8:52 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
I. Call to Order
President Patti Sholler-Barber called the March 22, 2018 regular Board of Education meeting to order at 7:03 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee presented the following students,
- Winchell Elementary School Turnaround Students: Alexander Richey, fourth grade; and Ja’Reise Clark (unable to attend) and Saphira England, fifth grade.

Also in attendance and introduced by Mr. Lee were Winchell Elementary Principal Michael Hughes and staff members Ms. Kathy Dahl, Mr. John Lehman, Ms. Joan Lohner, Ms. Julie Wayman, and Ms. Kristin Youngs.

- Kalamazoo Central High School 2018 Michigan High School Athletic Association Class A District Girls’ Basketball Champions: Morasha Wiggins, and Laila Vincent (unable to attend), ninth grade; Kel’once Tipton (unable to attend) and Nia’Jah Williams, tenth grade; Cerica Finjap, Novia Rolland (unable to attend), and Shante’ya Scott (unable to attend), eleventh grade; Saquaya Baker (unable to attend), Talia Edmonds (unable to attend), Erica Thomas (unable to attend), Staje Vanzant-Hadley, Lakaria Washington, Makenna Wilson, and Markiela Woodson, twelfth grade.

Also in attendance and introduced by Mr. Lee were Kalamazoo Central High School Principal Valerie Boggan, Assistant Principal Ajamian Gardner, basketball coach Jason Plunkett, and assistant coach Aaron Sauter. The students’ parents and family members in the audience were also recognized.

V. School Reports/Committee Reports
Committee Reports
Evaluation/Accountability Committee. Trustee Hill, chair, stated that the committee had met on March 20 and had reviewed input and data for Dr. Rice’s evaluation.

Wellness Committee. Trustee Greschak, representative, stated that the committee had met on March 22 and had discussed the purchase of filtered water stations in every KPS school. He noted that the committee had also discussed Loy Norrix High School piloting a food station where students could vote on what foods would be served.

Trustee Greschak stated that the committee had looked at the 2018-2019 school year and had discussed nutrition activities, stress reduction activities, and the eight dimensions of wellness.
School Reports
None.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of March 9 through March 22, 2018. (File #17.)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A.1. March 8, 2018 Special Meeting Minutes, VII.A.2. March 8, 2018 Regular Meeting Minutes; VII.B. Purchase Recommendation 2018-17; VII.C. Personnel Changes; and VII.D. Trustee Expenses.

Deputy Superintendent of Business, Communications and Operations Gary Start reviewed purchase recommendation 2018-17 in the amount of $55,600.00 from the 2013 bond for tree removal required for construction at the new transportation complex on Ravine Road.

Mr. Start stated that bonds are extremely important for the district. He noted that moving the transportation complex was an example of something that would improve the Edison neighborhood by moving 120 buses, which detract from the beauty of a neighborhood, and putting them at a more appropriate site.

MOTION: Implied to approve the Consent Calendar as presented.

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

VIII. Persons Requesting to Address the Board
President Sholler-Barber shared the public participation guidelines:

• According to Board Policy 1.2, speakers should each begin their comments by stating their name, address, and connection to/interest in the Kalamazoo Public Schools and, if applicable, the organization that they represent.
• Speakers should be courteous and professional. The chairperson of this meeting may terminate public comments that are profane, vulgar, or defamatory. Speakers should refrain from identifying individuals when offering criticism.
• Speakers have three minutes each and must stop speaking promptly when signaled.
• Speakers may not address confidential student or personnel matters, but may submit such concerns to the board in writing.
• Speakers are reminded that the board will not respond to public comments, but that the administration may or may not follow up with speakers at some point regarding speaker comments.

Jamie DeLeeuw 3643 Northfield Trail, Kalamazoo, stated that she had returned to Kalamazoo in 2016. She noted that since 2017, she had been a guest teacher and instructor at Western Michigan University; however, she was at the board meeting as a mother. Ms. DeLeeuw thanked Dr. Rice for the letter sent home explaining the resolution to urge state and federal legislators to ban guns in schools, provide more mental health funding, create a background check system, and to review all gun laws. She stated that she was concerned for the immediate safety of her children and that KPS needed to take action now. Ms. DeLeeuw proposed that KPS hire one campus safety officer in each elementary school until safety vestibules were built. She stated that this would provide an immediate sense of safety to staff, parents, and students.
IX. Reports and Recommendations

A. Approval of the Board of Trustees’ Code of Conduct.
Dr. Rice explained that policy work begins in the board Policy Committee, which recommends to the full board. He said that the board hears policies and changes to the board’s code of conduct in two readings. He stated that the first reading had been done at the March 8, 2018 regular board meeting and was for the purpose of informing the community about what was being considered, sharing the draft, discussing it, answering any questions, and perhaps fine tuning the language. Dr. Rice advised that there had been no changes since the first reading. He stated that the second reading this evening was for the purpose of voting.

Trustee Herschleb stated that the Policy Committee recommended review of the Board of Trustees’ Code of Conduct and that the ninth element related to the Michigan Association of School Boards Board of Education Governance Standards was the only recommended change to the code.

MOTION: Moved by Trustee Greschak, supported by Trustee Herschleb, to approve the Board of Trustees Code of Conduct as presented in the minutes.

Board discussion:
President Sholler Barber stated that this code of conduct was very important as it stated the board members’ accountability to each other, to work as a team, to keep focus on children, not to disrespect each other, and to hold each other accountable.

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

B. Approval of Policy 8.6 – Administering Medication to Students.
Trustee Herschleb stated that Policy 8.6 – Administering Medication to Students was updated due to a change in state law.

MOTION: Moved by Trustee Herschleb, supported by Trustee Greschak, to approve Policy 8.6 – Administering Medication to Students.

Board discussion:
None.

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

Dr. Rice presented a slide show of Kalamazoo Public Schools March 14 moments from KPS schools. He noted that the moments were age appropriate: different at elementary schools than middle schools, different at middle schools than high schools. Dr. Rice also noted that student leadership was evident in the planning at all schools. He thanked the KPS staff and students for being particularly wonderful on March 14, 2018.

President Sholler-Barber stated that KPS had been very respectful of all opinions and that students who chose to opt out of the National Walkout Day were properly supervised and respected.

X. Other Business
None.
XI. **Comments by Trustees**

Trustee Herschleb stated that his term as board trustee was up this year and announced that he was putting his name on the ballot for re-election in November.

Trustee Herschleb noted that it was robotics season and that last weekend he had attended the Gull Lake High School competition and had spoken with the TronBots team from Kalamazoo Central and Loy Norrix High Schools. He stated that he had also attended the St. Joseph High School district event and had watched Stryke Force, another Kalamazoo area team, enjoy a very successful weekend winning the event. Trustee Herschleb noted that four teams from the Kalamazoo area would be attending the East Kentwood High School event on March 29-31, Stryke Force, ID Robotics, ZooBOTix, and Irish Robotics. He wished them all good luck. Trustee Herschleb stated that TronBots and ZooBOTix would be competing in the Lakeview High School competition on April 5.

Trustee Harrison stated that she had attended two sessions of Western Michigan University Bronco Buds (Building Unique Dynamic Students) with sixth grade KPS students. She noted that presenter Tim Terrentine asked the students who they wanted to be, not what they wanted to be. Trustee Harrison believed that changing the dynamics of conversations with students at an early age so that they see themselves in the long term is very beneficial to them.

Trustee Hill stated that she had helped the League of Women Voters register students to vote at Loy Norrix High School on March 21. She noted that the League of Women Voters will also register students at Phoenix High School, Kalamazoo Central High School, and Climax Scotts High School. Trustee Hill stated that the students were very excited to register to vote. She noted that students understand that to make change, they needed to pick candidates that mirror your thoughts.

Trustee Greschak stated that he had attended the March 14 National Walkout event at Kalamazoo Central and was impressed at how moving the event had been. He noted that the young people conducted themselves with great maturity. Trustee Greschak stated that it was a solemn moment with people listening to very powerful words spoken by their peers. He noted that this event gave him great hope for the future of our community and the world.

Trustee McGlinn stated that she appreciated the video of the March 14 event and seeing the students speaking out. She also mentioned that March is reading month and that KPS had many events going on in its schools, which included literacy nights and guest readers. Trustee McGlinn stated that 20% of the population had some sort of learning disability and that it was estimated that between eight and 13 percent are dyslexic. She noted that if parents wanted more information on children struggling with reading, they could visit www.sldread. Trustee McGlinn stated that the International Dyslexia Association was having its Midwest Regional Conference on April 20 & 21 at the Fetzer Center in Kalamazoo. She noted that more information on that conference was available at mi.dyslexiaida.org.

President Sholler-Barber stated that she had attended the Kalamazoo Public Schools music department concert on March 20. She noted that the Loy Norrix High School cello and string quartet was amazing. President Sholler-Barber commended Theresa Williams-Johnson choir director and Patricia Huey, the accompanist. She stated that the last song, *Turn the World Around*, was very moving and beautiful. President Sholler-Barber noted that both Kalamazoo Central and Loy Norrix High Schools had amazing jazz bands. She noted that orchestra teacher Sandra Shaw had been awarded the Michigan High School Orchestra director of the year.
President Sholler-Barber stated that she had been invited by Dr. Rice to attend the Phoenix High School Student Advisory Council meeting on March 16. She noted that it had been a robust conversation on the recent Parkland shooting and other issues. She thanked Dr. Rice for inviting her and other board members.

President Sholler-Barber stated that she had attended several of the Bronco Buds programs at Western Michigan University. She noted that they had taken place for the past nine years with over 1,000 sixth grade students every year. President Sholler-Barber thanked Dr. Martha Warfield Western Michigan University (WMU) vice president for diversity and inclusion, who had been instrumental in starting this amazing program for KPS.

Trustee McGlinn shared that Match Day is held every year for fourth-year medical students. She explained that it is when students find out where they will do their residency program. She noted that her son had attended Wayne State University and would be doing his residency in Kalamazoo in emergency medicine. Trustee McGlinn shared that both her son and his wife were Loy Norrix graduates and Kalamazoo Promise students.

President Sholler-Barber stated that it was wonderful to see KPS students be so active in their civic duty by sharing their views at the March 14 event with maturity and respect. She noted that National Public Radio as well as many other media stations had recognized our students.

President Sholler-Barber thanked the Evaluation Committee for doing a wonderful job on Dr. Rice’s evaluation. She congratulated Dr. Rice on a great evaluation.

**Comments by the Superintendent**

Dr. Rice echoed what board members had said about the March 14 event. He stated that it had been a signature moment for KPS students where they got to express themselves and to lead in a substantial way. Dr. Rice noted that, at Kalamazoo Central, Olivia Jackson, Kareem Thorpe, Jenna Bowker, Julia Ghazal, and Talia Edmonds were outstanding and very clearly leaders. He explained that these voices would help to lead in the coming years.

Dr. Rice stated that KPS safety and security continue to improve. He noted that KPS had tighter relationships with law enforcement, 1,000 more cameras, and buzzer/intercom/camera systems at all KPS schools. Law enforcement makes periodic visits to the schools. Dr. Rice said that to really address some of the issues in a major way, Congress and our state legislature will have to step up and provide funding for more resources. He noted that the reality is that many of the weapons on the streets have nothing to do with hunting, keeping individual property safe, or recreational shooting, but have everything to do with harming other human beings. Dr. Rice stated that we must distinguish the former from the latter. Regarding March 14, he shared his appreciation for students and staff, the board for its support, Kalamazoo Department of Public Safety, Kalamazoo Township Police Department, the county Sheriff, and parents and grandparents who had stepped up. Dr. Rice noted that kids were increasingly encouraging each other that if they see something they need to say something. He explained that we need support from both our leaders in Lansing and our leaders in Congress.

Dr. Rice shared that both of the Kalamazoo Central Mock trial teams had advanced to the state tournament, which would take place on March 24. He stated that he had attended the Kalamazoo Central Hall of Fame dinner, at which the 1996 Mock Trial team had been honored for winning the national tournament.
Dr. Rice stated that the district music concert was extraordinary. He noted that KPS music consultant Carrie Cook, outstanding music staff, and KPS students had done a wonderful job.

Dr. Rice thanked WMU President Emeritus Dr. John Dunn and Vice President Dr. Martha Warfield for having started Bronco Buds with KPS nine years ago. He noted that Western Michigan University was an amazing partner that had welcomed all KPS sixth graders onto WMU’s campus each year. Dr. Rice stated that Dr. Ed Montgomery, the new president at Western Michigan University, had participated in two of the four days this week, and had clearly enjoyed this program. He noted that KPS had had a 10% increase in graduation rates since President Obama’s visit in 2010, and that Bronco Buds was one of the many reasons for that success.

President Sholler-Barber stated that she and Campus Security Chief Don Webster had attended a conference on March 21 put on by the Michigan Association of Physical Plant Administrators at the Radisson. She shared that the keynote speaker was Frank DeAngelis, who had been the principal of Columbine High School at the time of the shooting. President Sholler-Barber stated that it had been an amazing, heart-wrenching presentation. She noted that the other speaker was a survivor of the Virginia Tech shooting.

XII. Closed Session (if needed)
President Sholler-Barber did not call for a closed session and adjourned the meeting at 7:54 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, April 12, 2018 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
I. Call to Order
President Patti Sholler-Barber called the April 12, 2018 regular Board of Education meeting to order at 7:02 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Absent: Craig Herschleb. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee presented Kalamazoo Central High School 2018 Michigan High School Athletic Association Class A District Boys’ Basketball Champions: Justin Davis (unable to attend), Trevon Gunter, Mohamed Kamara, and Dayvion Smith (unable to attend), tenth grade; Alika Edmonds (unable to attend), Faylin Goodwin (unable to attend), and Jadakiss Lewis (unable to attend), eleventh grade; Ryan Halloran, Nick Hill, Luis Paz (unable to attend), Darius Pruitt (unable to attend), and Ryan Rugano (unable to attend), twelfth grade.

Also in attendance and introduced by Mr. Lee were Kalamazoo Central High School Assistant Principal/Athletic Director Dylan Patterson, Basketball Coach Ramsey Nichols, and Assistant Coaches Art Norman, Freddie McGee, and James Hudson. The students’ parents and family members in the audience were also recognized.

V. School Reports/Committee Reports
	Committee Reports
	Evaluation/Accountability Committee. Trustee Hill, chair, stated that the committee had met on April 10 and had discussed the partnership between KPS and the Kalamazoo Public Library. She noted that the committee had also discussed the mandatory annual state testing schedule, which began April 10 and would end May 25.

Trustee Hill stated that KPS seniors had been invited to visit Western Michigan University and Kalamazoo Valley Community College for lunch and tours of the campuses. She noted that there had also been a career fair at the West Main School Professional Development Center at which students learned skills such as completing job applications, producing resumes, and applying for summer employment.

Trustee Hill stated that the committee had also received an update on the new state accountability system and its partnership agreement with KPS.

Operations Committee. Trustee Ken Greschak, chair, stated that the committee had met on March 27 and had discussed the upcoming bond election on May 8. He noted that KPS would be hosting several informational forums at the Community Education Center, 714 S. Westnedge Avenue, in Room 130. Trustee Greschak stated that the first forum would be held on April 19 at 7:00 p.m. and the second forum would be held on April 25 at 6:30 p.m. He noted that the committee had also
discussed the federal and state budgets. Trustee Greschak stated that there would not be any cuts to the KPS/CIS federal after school-programs or to the federal Title II funding program, which provides professional development funds.

Policy Committee. Trustee Greschak, representative, stated that the committee had met on March 27 and had discussed Policy 5.4, Student Extracurricular Activities, and Policy 5.5, Student Athletics. He noted that the committee was in the process of reviewing both policies.

Curriculum Committee. Trustee McGlinn, chair, stated that the committee had met on April 11 and had discussed the library card program. She noted that the committee had also reviewed the state testing schedule and thanked Trustee Hill for providing an informative outline. Trustee McGlinn stated that the committee had discussed the new state accountability system and noted that anyone can view this system through the Michigan Department of Education website.

Trustee McGlinn stated that she was looking forward to the summer reading lists that would be coming out soon. She noted that parents and students would receive these lists with both nonfiction and fiction books listed. Trustee McGlinn stated that a lot of time was put into selecting these books, which would provide opportunities for the community and parents to set reading goals and increase reading interest over the summer.

President Sholler-Barber announced upcoming committee meeting dates:
- Wellness Committee would meet on April 19;
- Community in Schools Kalamazoo would meet on April 20;
- Operations Committee would meet on April 24;
- Evaluation/Accountability Committee would meet on May 8;
- Curriculum Committee would meet on May 16; and
- Teaching and Learning Council would meet on May 17.

School Reports
None.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of March 23 through April 12, 2018. (File #18.)

VII. Consent Calendar

Deputy Superintendent of Business, Communication, and Operations Gary Start reviewed the purchase recommendations:
- 2018-18 in the amount of $27,200.00 from the 2010 bond for resurfacing and painting game lines on eight Loy Norrix High School tennis courts.
- 2018-19 in the amount of $1,028,252.00 from the 2013 bond to purchase ten 2019 International School Buses, 65-Passenger Capacity, at $81,773.00 each; and two 2019 International School Buses, special needs lift buses, at $105,261.00 each.
Deputy Superintendent Start noted that safety in school bus operations requires regular replacement of vehicles and that KPS is replacing buses that have passed their useful life in miles and years. Mr. Start stated that KPS is replacing diesel buses with gasoline-powered buses that are designed to make ownership more affordable, and provide simple maintenance, a cleaner environment, and easier starting in the winter.

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

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

Trustee McGlinn asked Deputy Start how many buses KPS had.

Deputy Start stated that KPS had approximately 120 buses and that some buses need to be replaced. He noted that this is a typical bus purchase every year that, without bonds, would take $1,000,000 of program and services primarily for students out of the operating budget. Deputy Superintendent Start stated that this bond money is restricted to facilities and equipment.

Dr. Rice thanked Executive Supervisor of Transportation and Operations Terri Aman and the entire transportation department for doing a difficult job every day. He noted that KPS appreciated the work of everyone in the transportation department, including Ms. Aman, bus drivers, mechanics, dispatchers, and secretaries.

President Sholler-Barber thanked Ms. Aman for all that the transportation department does for KPS students. She commended KPS bus drivers for greeting students each day, keeping them safe, and acting as mentors. President Sholler-Barber asked Ms. Aman to thank the drivers on behalf of the board for doing what they do every day.

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

None

**IX. Reports and Recommendations**

Dr. Rice stated that he was pleased to bring forward a recommendation regarding a partnership between KPS and the Kalamazoo Public Library.

Dr. Rice read the proposed OneCard Library Card Program recommendation as follows:

*It is recommended that the Board of Education approve a memorandum of agreement between the Kalamazoo Public Schools (KPS) and the Kalamazoo Public Library (KPL) to make library cards available to KPS students, from early childhood special education and PEEP early childhood programs through high school graduation.*

*Books make children and adults smarter, and no place has more books than the public library. Access to the public library is a critically important step in expanding children’s background knowledge and, by extension, their capacity to be successful in school and later in life.*

*The OneCard library card program would accomplish the following:*

- *Enrich and support school instruction by complementing the resources available through school libraries with access to KPL’s physical and electronic resources.*
- Reduce barriers potentially associated with registering for library cards, visiting the Kalamazoo Public Library, and accessing its collections.
- Promote the benefits of visiting a public library, checking out books, developing literacy skills, and creating an appreciation for reading.

At the beginning of the school year, prior to student participation, the district would provide parents with an opt-out opportunity for their children. Students whose parents do not opt out would receive a Kalamazoo Public Library full access library card, which provides access to all KPL print, audiovisual, and online resources.

As permitted by law, and for students who have not opted out, KPS would provide KPL with the following information to permit KPL issuance of a KPL library card: student name, address, phone, e-mail, school, grade, birth date, and KPS student identification number.

If approved by the board, the OneCard library card program would expand a long-time and successful partnership between Kalamazoo Public Schools and the Kalamazoo Public Library that includes, but is not limited to, three visits a year for all 1,000-plus first graders in the district, to give children one-year library cards, to teach them how to check out and return books, and to share with them how to participate in the summer reading program. The KPS-KPL partnership also includes First Saturday of the Month at KPL, promotion of the summer reading program, and participation in the early childhood reading in Bronson Park each May.

KPS and KPL have been discussing the OneCard concept and possibility for a number of years. OneCard has the potential to increase substantially the extent of use of the library throughout the year and particularly during the summer, when children have limited if any access to their school libraries, often don’t have access to books, and suffer summer slide, a decline in their reading levels during long summer breaks.

As a one-time benefit to, and removal of barrier for, participation, KPL would waive existing library fines for children beginning in the program in the fall of 2018.

Dr. Rice stated that KPS anticipates that there will be several thousand more library cards among KPS children in the district this coming September/October for students who had no access to or reduced access to the public library.

**MOTION:** Moved by Trustee Harrison, supported by Trustee Hill, to approve the recommendation between KPS and KPL for the OneCard Library card program as presented.

**Board discussion:**
Trustee McGlinn shared how excited she was about this new program and the KPS commitment to creating a literate community. She noted that this program would be logistically challenging; however, she was excited that the library was willing to take on this project. Trustee McGlinn expressed her appreciation for the continued strong partnership with KPL.

Trustee Freedman noted that this was also an opportunity for families to engage in literacy. She stated that all of the children having library cards would include parents getting cards as well. Trustee Freedman shared that using the library together would increase reading together and engaging in conversations with parents and siblings about what they are reading. She stated that this partnership with KPL would be a huge factor in getting us all reading more.
President Sholler-Barber noted how much she enjoyed the first grade library visits and what pleasure she took in watching how excited the children were to be in a library. She stated that the OneCard Library Card Program would be a great tool for teacher use in their classrooms and for suggested summer reading lists. President Sholler-Barber thanked all the KPS staff and KPL staff that had worked so hard on this project.

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

Dr. Rice thanked Assistant Superintendent of Teaching and Learning Services Cindy Green, Director of Elementary Education Judy D’Arcangelis, and Coordinator of English Language Arts, Social Studies, and Library Services Angela Justice, who had had a lot of interaction with KPL. He also thanked head librarian Patricia Richardson and all KPS librarians.

X. **Other Business**

None.

XI. **Comments by Trustees**

Trustee Greschak shared that Loy Norrix High School was performing Little Shop of Horrors at Kasdorf Auditorium the next two weekends. He noted that shows would begin at 7:00 p.m. on April 13, 14, 19, and 20, and at 3:00 p.m. on Sunday April 15.

Trustee Hill stated that Loy Norrix High School was having its annual Super Saturday event on April 21. She noted that you could watch soccer, track, lacrosse, tennis, and baseball all at Loy Norrix this Saturday. Trustee Hill stated that the cost for Super Saturday was $5.00 a car and that families could enjoy all of these different sports all day.

President Sholler-Barber stated that it was National Library Week and that the timing of the partnership with KPL was very appropriate. She noted that students were making final decisions about college and thanked the Promise donors for helping to make this important decision a reality. President Sholler-Barber thanked Western Michigan University (WMU) for the fabulous Bronco Buds program, in which WMU invites 1,000 KPS sixth grade students to visit its campus each year. She noted that the children were very excited and eager to participate in this annual program. President Sholler-Barber thanked WMU President Edward Montgomery, WMU staff and students, Dr. Rice, and the KPS Teaching and Learning Department for making this event so successful. She stated that this was a great relationship with WMU and that it showed a lot of respect for KPS.

President Sholler-Barber stated that spring sports are so fun to watch and that it was a great opportunity to see KPS students perform. She noted that education takes place in the classroom and around the classroom and that sports were another opportunity to teach and to coach. President Sholler-Barber encouraged parents to support student athletes and spring programs.

**Comments by the Superintendent**

Dr. Rice thanked the Kalamazoo Public Library for being such a great partner for many years in an effort to make a fully literate urban community. He also stated that KPS appreciated WMU as a partner who welcomed 1,000 KPS sixth graders every year. Dr. Rice stated that WMU had welcomed these students nine years in a row and continued to be helpful, cheerful, and encouraging to our young people.
XII. Closed Session (if needed)
President Sholler-Barber did not call for a closed session, and adjourned the meeting at 8:40 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, April 26, 2018 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
I. Call to Order
President Patti Sholler-Barber called the April 26, 2018 regular Board of Education meeting to order at 7:04 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Absent: Craig Herschleb. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee presented Indian Prairie Elementary School Turnaround Students: Amora Colbert and Za’Quiah Hughley, second grade; and Brennan Brady, Lukas Buytendorp, Valen Geary, and Evan Scheinker, third grade.

Also in attendance and introduced by Mr. Lee were Indian Prairie Elementary School Principal Kelly Corrigan, and staff members Charlene Cromwell, Christine Payne, Kristin Barnes, and Clarmarie Pillsbury. The students’ parents and family members in the audience were also recognized.

V. School Reports/Committee Reports
Committee Reports
Wellness Committee. Trustee Greschak, representative, stated that the committee had met on April 19 and had discussed the upcoming May blood drive and the fall flu shots clinics that would be offered in every school building. He noted that the committee had also discussed Amazon business, smarter snacks, and eight dimensions of wellness.

Communities in Schools Committee. President Sholler-Barber, representative, stated that the committee had met on April 20 and had discussed strategic planning.

Operations Committee. Trustee Greschak, chair, stated that the committee had met on April 24 and had focused on the state budget. He noted that the state budget looked promising with one exception: at risk funding. Trustee Greschak stated that at-risk funding was tightly restricted and could become more so. He said that he believed that individual school districts should decide the best uses of those funds for the benefit of their students.

President Sholler-Barber announced upcoming committee meeting dates:
- Evaluation/Accountability Committee would meet on May 8;
- Teaching and Learning Council would meet on May 17;
- Wellness Committee would meet on May 17;
- Operations Committee would meet on May 22;
• Policy Committee would meet on May 22;
• Community in Schools Kalamazoo would meet on June 15; and
• Curriculum Committee would meet on June 18.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of April 13 through April 26, 2018. (File #19.)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. April 12, 2018 Regular Meeting Minutes; VII.B. Purchase Recommendations 2018-20, 2018-21, 2018-22, 2018-23, and 2018-24; and VII.C. Personnel Changes.

Deputy Superintendent of Business, Communications, and Operations Gary Start reviewed the purchase recommendations:
• 2018-20 in the amount of $33,826.00 from the 2013 bond for the purchase of Exagrid backup system storage for the district’s data systems;
• 2018-21 in the amount of $135,162.57 from the 2013 bond for the purchase and installation of audio and video enhancement systems for classrooms, labs, and cafeteria spaces at South Westnedge School;
• 2018-22 in the amount of $24,469.70 from the equipment replacement cost center for the purchase of a 2018 GMC cargo van;
• 2018-23 in the amount of $84,388.00 from the equipment replacement cost center for the purchase of four 2018 Dodge Grand Caravans at $21,097.00 each; and
• 2018-24 in the amount of $122,589.10 from the Teaching & Learning Services cost center for the purchase of 30,000 books to send to all 3rd, 4th, 5th, and 6th grade students during the summer to keep students focused on reading.

Deputy Superintendent Start stated that these bonds were critical to our district. He noted that, without bonds, these technology items would have to come out of the general fund, which would reduce dollars for programs and services for students.

Trustee Hill stated that the extra vans were helpful for sports teams and small groups. She noted that it was a cost saver to use a small vehicle that doesn’t need to be driven by a paid bus driver.

MOTION: Implied to approve the Consent Calendar as presented.

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

VIII. Persons Requesting to Address the Board
None.

IX. Reports and Recommendations
Administrative Appointment – Principal of Loy Norrix High School
Assistant Superintendent of Human Resources Sheila Dorsey-Smith read the recommendation to appoint Christopher Aguinaga as principal of Loy Norrix High School.

MOTION: Moved by Trustee McGlinn, supported by Trustee Harrison, to appoint Mr. Christopher Aguinaga principal of Loy Norrix High School.
Board discussion:
Trustee McGlinn stated her appreciation for the team of administrators, teachers, parents, and students that had participated in the interview process for the position of Loy Norrix High School principal.

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

X. Other Business
None.

XI. Comments by Trustees
Trustee Hill stated it that it had been an exciting weekend. She noted that she had attended the Loy Norrix High School play *Little Shop of Horrors* and that the students had given a wonderful performance. Trustee Hill also stated that Loy Norrix High School had hosted its annual Super Saturday event on April 21, where families could watch lacrosse, soccer, softball, baseball, and tennis.

Trustee Hill stated that she had helped register voters on Earth Day at Bronson Park. She noted that if you want to change something, you need to educate yourself with non-partisan information available at www.vote411.

President Sholler-Barber congratulated the Kalamazoo Gospel Mission and its fund raising drive *A Shelter From Their Storm*, a campaign for the new women and children’s shelter at the Kalamazoo Gospel Mission. She stated that the executive director of the Kalamazoo Gospel Mission, Pastor Michael Brown, had been a partner of KPS for many years and that she wished him luck on this campaign.

President Sholler-Barber stated that the Global Reading Challenge, a battle of the books program for 4th and 5th grade students sponsored by the Kalamazoo Public Library, had been held on April 23. She stated that KPS had had five teams compete and that the winner of the challenge was Northglade Montessori Magnet School.

President Sholler-Barber stated that she had attended Super Saturday and had really enjoyed all the activities. She noted that she had also visited the Kalamazoo Valley Museum and was pleased to see all of the literacy components in the children’s activity area. President Sholler-Barber congratulated the Kalamazoo Promise Office and Community in Schools on their upcoming move to the newly erected building projected for the fall of 2019. She shared that the first grade library visits were happening and that it was such fun to watch the excitement of the students, teachers, and librarians.

Comments by the Superintendent
Dr. Rice congratulated the Kalamazoo Central Mock Trial team, which won its 20th state championship and will compete in May at the National Mock Trial competition. He stated that not only had Kalamazoo Central won the state championship, but its second team had come in fourth place as well. Dr. Rice noted that Kalamazoo Central was sending three students to the Family, Career and Community Leaders of America (FCCLA) national competition this summer in Atlanta, Georgia. He also shared that the Loy Norrix and Kalamazoo Central High Schools forensic teams would be competing at the state competition this weekend in Auburn Hills. Dr. Rice stated that Loy Norrix High School Peacejam and Woods Lake Elementary: A Magnet Center
for the Arts Peacejam attended the Great Lakes PeaceJam youth conference at Western Michigan University and were able to speak and interact with Nobel Peace Laureate Leymah Gbowee, an outstanding opportunity for our kids. He thanked Sveri Stromstra-May and Shannon Parlato for Peacejam leadership and for facilitation of this great opportunity. He noted that the NAACP Afro-Academic, Cultural, Technological and Scientific Olympics (ACT-SO) competition generated four gold medalists who would compete in San Antonio, Texas in July.

XII. Closed Session (if needed)
President Sholler-Barber did not call for a closed session, and adjourned the meeting at 7:26 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, May 10, 2018 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
I. Call to Order
President Patti Sholler-Barber called the May 10, 2018 regular Board of Education meeting to order at 7:03 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: Ken Greschak, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Absent: Dr. Lauren Freedman and TiAnna Harrison. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee presented MHSAA State Swimming and Diving Tournament participants.
- Loy Norrix High School women’s swim team: Carly Loken (unable to attend), tenth grade; Emma Van Houten (unable to attend), eleventh grade; and Eva DeYoung, Delaney Eller, and Alina Offerman, twelfth grade.
- Loy Norrix High School men’s swim team: Andrew Dougherty, tenth grade; Reilly Malpass, Mitchell Mansfield, Ryan Mullen (unable to attend), Zachary Skinner, and James Youngs, twelfth grade.

Also in attendance and introduced by Mr. Lee were Director of Secondary Education and Loy Norrix High School Interim Principal Johnny Edwards, and Coach Paul Mahar. Coach Mahar introduced Laura Santamaria, a foreign exchange student from Spain, who was part of the 200 yard medley relay record holding team. The students’ parents and family members in the audience were also recognized.

V. School Reports/Committee Reports
Committee Reports
None.

President Sholler-Barber announced upcoming committee meeting dates:
- Wellness Committee would meet on May 17;
- Operations Committee would meet on May 22;
- Policy Committee would meet on May 22;
- Communities in Schools-Kalamazoo would meet on June 15; and
- Teaching and Learning Council would meet on May 17.

School Reports
None.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of April 27 through May 10, 2018. (File #20.)
VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. April 26, 2018 Regular Meeting Minutes; VII.B. Purchase Recommendations 2018-25, 2018-26, and 2018-27; and VII.C. Personnel Changes.

Deputy Superintendent of Business, Communications, and Operations Gary Start reviewed the purchase recommendations:
- 2018-25 in the amount of $41,600.00 from the 2017-2018 Teaching and Learning Services cost center for the purchase of updated instructional resources for students taking Advanced Placement (AP) U.S Government in the high schools. Government in America AP Edition and the Lanahan Readings in the American Polity are designed based on the College Board’s 2017 program and curriculum revisions;
- 2018-26 in the amount of $178,500.00 from the At-Risk Budget for the purchase of Eureka Math materials, a new math program that would replace math materials for district fourth and fifth grades; and
- 2018-27 in the amount of $210,000.00 from the At-Risk Budget for the purchase of Being a Writer, a new writing program that would replace district writing materials for kindergarten through third grade.

MOTION: Implied to approve the Consent Calendar as presented.

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

VIII. Persons Requesting to Address the Board
None.

IX. Reports and Recommendations
A. Administrative Appointment – Director of School Improvement, Title I and Assessments
Assistant Superintendent of Human Resources Sheila Dorsey-Smith read the recommendation to appoint Geoffery Howe to the position of Director of School Improvement, Title I and Assessments.

MOTION: Moved by Trustee McGlinn, supported by Trustee Herschleb, to appoint Mr. Geoffery Howe to the position of Director of School Improvement, Title I and Assessments.

Board discussion:
None.

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

B. 2018 Bond Election
Deputy Superintendent Gary Start presented the bond election results:

Election Results
- On May 8, 2018 Kalamazoo Public schools voters overwhelmingly approved the $96.7 million bond issue.
  - 5,940 (70%) yes
  - 2,510 (30%) no
  - Count yet to be certified
- The bond was supported in 34 of 35 precincts.
Major Projects

<table>
<thead>
<tr>
<th>Description</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upkeep and upgrades of facilities such as roofs, boilers, and parking lots;</td>
<td>$44,828,590</td>
</tr>
<tr>
<td>replacement of buses, playground equipment, food service equipment, art/music</td>
<td></td>
</tr>
<tr>
<td>equipment and other equipment; replacement of furniture; and replacement</td>
<td></td>
</tr>
<tr>
<td>and acquisition of library books. (Includes adding 200,000 square feet of</td>
<td></td>
</tr>
<tr>
<td>new air conditioned space in schools, on top of the 966,000 square feet of</td>
<td></td>
</tr>
<tr>
<td>air conditioned space added over the past 10 years)</td>
<td></td>
</tr>
<tr>
<td>Improved security, including secured entrances, and security equipment</td>
<td>$ 4,203,454</td>
</tr>
<tr>
<td>Technology</td>
<td>$ 9,580,300</td>
</tr>
<tr>
<td>Replacement of Edison Environmental Science Academy</td>
<td>$25,680,000</td>
</tr>
<tr>
<td>Additions to Phoenix High School (includes four classrooms, a gym, locker</td>
<td>$ 6,412,656</td>
</tr>
<tr>
<td>rooms, restrooms, and office space)</td>
<td></td>
</tr>
<tr>
<td>Districtwide kitchen</td>
<td>$ 4,995,000</td>
</tr>
<tr>
<td>Bond issuance costs</td>
<td>$ 1,000,000</td>
</tr>
<tr>
<td>Total bond recommendation</td>
<td>$96,700,000</td>
</tr>
</tbody>
</table>

Highlights of Initial Construction Activities

- Programming and design of the addition to Phoenix High School, with construction expected to be completed by August 2020.
- Programming and design of secured entrances in eight of our buildings, with construction expected to be completed in August 2019.
- Design of improvements to various buildings, with construction expected to be completed by August 2019:
  - El Sol Elementary School;
  - Spring Valley Center for Exploration;
  - Prairie Ridge Elementary School;
  - Community Education Center; and
  - South Westnedge School (expected to be completed by April 2019).
- Beginning of programming of:
  - Replacement of Edison Environmental Science Academy;
  - Improvements to Loy Norrix High School; and
  - Construction of a districtwide kitchen.
Deputy Superintendent Start thanked the Kalamazoo Public School voters for their support of this bond and for their caring about the children in our community.

**Board discussion:**
Trustee McGlinn asked Deputy Superintendent Start what the timeline would be for building a new Edison Environmental Science Academy.

Deputy Superintendent Start stated that it would take approximately two years to design and two years to build. He noted that it would begin with the architectural and engineering firm developing an idea of how space would be used. Deputy Superintendent Start explained that it was a complicated process to design the best way to put a school building on a particular site, to bid out all of the work, to order and purchase the supplies, and then do the actual construction. He stated that it would take a lot of hard work to have the best facility possible with the available funds. Deputy Superintendent Start stated that Facilities Management Executive Supervisor Al Tyler and Executive Assistant Karen Jackson are outstanding. He noted that construction could be complicated for school personnel because many have to move classrooms during construction. Deputy Superintendent Start stated that he takes great pride when he drives by new KPS buildings and sees the improvements which provide an improved educational experience for KPS students.

Trustee McGlinn thanked all of the people who had voted in support of the bond on May 8. She noted that she appreciated the continued support from our community.

Trustee Greschak echoed Trustee McGlinn’s comments and stated that the district had been wonderful stewards of the money that Kalamazoo voters had provided. He noted that the public trusts KPS to construct buildings that are designed well and will stand the test of time for generations to come.

Trustee Hill thanked the voters and bond committee for helping KPS to be a district that is building buildings. She noted that Edison would be our fourth new building. Trustee Hill stated that KPS is able to improve, repair, and build new buildings because of its voters.

President Sholler-Barber stated that this was a confidence vote. She noted that KPS was working hard to provide the best possible facilities and equipment for its teachers, staff, and students, without the use of money from the general fund. President Sholler-Barber thanked the community for voting for the bond so that KPS could provide safe and environmentally sound buildings.

Dr. Rice thanked the citizens, the voters, the board of education, the citizen co-chairs Jason Morris and Patti Kanipe, the entire bond committee, our associations, Al Tyler, Karen Jackson, Gary Start, Alex Lee, Terri Aman, and all those who helped inform the public of the bond projects. He noted that, when KPS replaced Washington Writers’ Academy, it was replacing a 1919 building; when KPS replaced the north-face of Milwood Elementary School, it was replacing a 1921 construction; when KPS replaces Edison, it would be a replacement of a 1923 construction; and that when KPS did substantial renovations at Parkwood Upjohn Elementary School and The Woodward School for Technology and Research over the last several years, they were multi-million dollar renovations of structures from the 1920s. Dr. Rice stated that it was a tribute to the strong work of our facilities department led by Al Tyler, and also a testament to the thoughtful way in which the board serves as stewards of these funds. He noted that each building is separately analyzed to determine whether to substantially renovate or to replace these very old buildings. He stated that KPS made independent decisions in each case based on architectural analysis.
X. Other Business

None.

XI. Comments by Trustees

Trustee McGlinn stated that nice weather had finally arrived and that it was important for people to watch for children playing outside and to slow down while driving. She noted that she had attended the CHAMPS celebration, which had been a wonderful opportunity to recognize the amazing programs in KPS buildings. Trustee McGlinn stated she had enjoyed the Woodward Poets and the Kids in Tune performance. She noted that this was a celebration of Community in Schools, which is a strong partner with KPS.

Trustee Hill thanked the community partners and the Kalamazoo College students that work at The Woodward School for Technology and Research and Lincoln International Studies School. She noted that Woodward students were invited on the Kalamazoo College campus May 10 for lunch and an opportunity to explore the college. Trustee Hill shared how important this was for the college students as it inspired them to go into teaching and to continue building relationships with KPS students.

Trustee Herschleb stated that there had been three robotic teams with KPS students that had competed at this year’s world championship: Tron Bots, Zoobotics, and Stryke Force. He noted that Stryke Force had won its second consecutive FIRST Robotics World Championship on Saturday, April 28 in Detroit. Trustee Herschleb stated that these students were among more than 15,000 competitors from around the world who had traveled to Detroit for the event. He congratulated Stryke Force on its back-to-back wins, and Zoobotics and Tronbots for their strong performances.

President Sholler-Barber stated that this was her first full year on the Community in School (CIS) board and that the CHAMPS event, a celebration in which CIS recognizes those who are making a difference in kids’ lives, was incredible. She noted that CIS was a wonderful partner to KPS. President Sholler-Barber stated that she had enjoyed the Kids in Tune and loved the Kalamazoo Poets, Kyla Clark, Isaac Dyer, Kiana Gill, Kieara Virgil and Curtis Whitfield, from The Woodward School for Technology and Research, which had been sponsored by Borgess Medical Center. She noted that the children presented Dr. Rice with a volume of Langston Hughes poems that had been signed by the students.

President Sholler-Barber shared this year’s Champs:

- Nkenge Bergen, Director of Student Services for Kalamazoo Public Schools;
- Kalamazoo College Civic Engagement Scholars, CIS Higher Education Partner;
- Woods Lake Math Squad, CIS Volunteers;
- Black Student Union at Western Michigan University, CIS Higher Education Partner;
- Chris Werme, CIS Volunteer; and
- Dr. Marilyn Schlack, Diether Haenicke Promise of Excellence Award.

President Sholler-Barber welcomed the Boy Scout Troop that was in the audience and wished them good luck in earning their merit badges. She noted that the Kalamazoo Adult Education graduation ceremony would be held on May 21, at 7:00 p.m. in Chenery Auditorium. President Sholler-Barber thanked the community members for sharing ideas on what the board of education should be doing. She shared that she had attended the KPS retirement dinner at Cityscape and that it was often hard to say goodbye. President Sholler-Barber noted that Mr. Alex Lee added humor.
and wisdom and that Dr. Rice shared that there was a combined total of 1,056 years of experience leaving the district through retirements.

Comments by the Superintendent
Dr. Rice congratulated Stryke Force on its back-to-back World Championship wins. He noted that it was a Kalamazoo County team and that KPS had had four students on that team. Dr. Rice stated that the CIS function had been fabulous and congratulated Pam Kingery and her entire team. He noted that the Woodward Poets and Kids in Tune were amazing. Dr. Rice congratulated Director of Student Services Nkenge Bergen and Dr. Marilyn Schlack for being CHAMPS honorees.

Dr. Rice noted that the board of education had approved three important purchase recommendations. He shared that the first recommendation was for the purchase of math materials for grades 4-5, which would extend the approval that was made last year at the same time for math materials for grades K-3. He stated that the second recommendation was for the new writing series, which would extend from grades 4-5 this year to grades K-5 next year. Dr. Rice explained that it was critical to note that this was a two-year purchasing process, a two-year phase-in process with respect to professional development. He shared that KPS had dozens of educators, administrators, and principals on two committees that had selected these materials. Dr. Rice stated that these materials were working well and would be terrific when they were in all KPS elementary schools. He noted that Washington Writers’ Academy and The Woodward School for Technology and Research were the only two buildings that had had these materials in grades K-5 this school year. Dr. Rice stated that we were fortunate to have such strong citizen support of our schools, our staff, and our children. He thanked the community for its foresight.

XII. Closed Session (if needed)
President Sholler-Barber asked for a motion to move into closed session to discuss a legal matter.

MOTION: Moved by Trustee Hill, supported by Trustee McGlinn, to move into closed session.

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

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, May 24, 2018 at 7:00 p.m.

President Sholler-Barber stated that the board may or may not return to the floor and moved to closed session at 7:45 p.m.

President Sholler-Barber reconvened the meeting at 8:40 p.m., at which point the board unanimously adjourned the meeting.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
I. Call to Order
President Patti Sholler-Barber called the May 24, 2018 regular Board of Education meeting to order at 7:04 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance
The Pledge of Allegiance was recited.

MOTION: Moved by Trustee McGlinn, supported by Trustee Greschak, to approve moving agenda item number four, announcements and recognitions, to item number eight on the agenda.

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

III. Attendance
Board members present: Ken Greschak, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Absent: Dr. Lauren Freedman and TiAnna Harrison. Superintendent Dr. Michael F. Rice was also present.

IV. School Reports/Committee Reports
Committee Reports
Wellness Committee. Trustee Greschak, representative, stated that the committee had met on May 17 and had discussed last year’s flu clinic; the October, January, and May Red Cross blood drives; and the November health bet challenge, which had 106 participants. He noted that the committee was looking ahead at the 2018-19 school year and planned to focus on the eight dimensions of wellness: emotional, environmental, financial, intellectual, occupational, physical, social, and spiritual healthy habits that can have a positive impact on your physical and mental health.

Operations Committee. Trustee Greschak, chair, stated that the committee had met on May 22 and had discussed the bond that had just been passed. He noted that the committee had also reviewed the budget process as it was moving through the state of Michigan legislature.

Policy Committee. Craig Herschleb, chair, stated that the committee had met on May 22 and had discussed Policy 5.4: student extracurricular activities and Policy 5.5: student athletics. He noted that the committee had had an all-board policy meeting because of the need to consider quickly any possible changes for next year. Trustee Herschleb stated that the policies will stay as they are for now. He noted that the committee had received an update on the school budget and had discussed the new billboards in the community for The Woodward School for Technology and Research and Washington Writers’ Academy summer slide reduction program.

Teaching and Learning Council. Ken Greschak, representative, stated that the council had met on May 17 and had had a wonderful showcase of innovative grant recipients who shared what they had done with their grant monies, with projects such as meditation and a visit to the African American Museum in Washington, D.C. He noted that there had been discussion on the School Begins at Four! campaign, summer initiatives such as the book giveaway, summer reading program, and open libraries in our elementary schools.
President Sholler-Barber announced upcoming committee meeting dates:

- Communities in Schools Kalamazoo would meet on June 15; and
- Curriculum Committee would meet on June 18.

V. Correspondence
Secretary Hill reviewed the correspondence received for the period of May 11 through May 24, 2018. (File #21)

VI. Consent Calendar

Purchase recommendations:

- 2018-28 in the amount of $2,421,220.00 for the architectural and engineering services for all bond projects as identified in the 2018 bond request; and
- 2018-29 in the amount of $3,280,379.00 for construction management services for all bond projects as identified in the 2018 bond request.

MOTION: Implied to approve the Consent Calendar as presented.

Disposition: Roll call vote: motion carried, 4-yes, 0-no, 1-abstention.

VII. Persons Requesting to Address the Board
None.

VIII. Announcements and Recognitions
Executive Director of Communications Alex Lee stated that the Kalamazoo Institute of Arts (KIA) High School Area Awards Ceremony took place on May 17. He noted that 23 Kalamazoo area schools were represented in the show, with 348 pieces of work submitted and only 100 pieces accepted. Mr. Lee shared the following results:

- Of the $1,000,000 in scholarships and cash awards available, KPS students took home $246,000, nearly one-quarter of the prize money;
- Of the 100 pieces selected for the show, 24 pieces were KPS student work;
- KPS student, Grant Emenheiser, received six awards for his piece “Phoenix.” This was more than any other artist in the show; and
- Mayor Bobby Hopewell was asked to select eight pieces of artwork that would be displayed at City Hall. All of the selected pieces were by KPS students.

Alex Lee presented the following students:

- Loy Norrix High School MHSAA State Bowling Tournament 3rd Place Trevor Morgan (unable to attend), 12th grade;
- Loy Norrix High School 2017 All State Division I Tennis Team, Reed Crocker (unable to attend), 10th grade;
- Loy Norrix High School turnaround students: Corezn Bell, Maria Chavarria-Jeronimo, Jordan Larkin, Judith Castaneda (unable to attend), Diamond Shannon, and Zackary Sims, twelfth grade;
- Kalamazoo Central High School Mock Trial 4th Place State Team: Delliguanna Baker (unable to attend), Riley Berlin (unable to attend), Lanysia Gilleylen (unable to attend),
and Jairahel Price, 10th grade; Andrew Cichy, Hunter Laurin (unable to attend), and Gurman Rai (unable to attend), 11th grade; and

- Kalamazoo Central High School Mock Trial 5th Place National Team: Harsimran Sohi (unable to attend), and Wissal Yaqouti (unable to attend) 9th grade; Charity Sidwell, 10th grade; Zachary Cook, and Hannah Glass-Chapman, 11th grade; and Connor Havennaar (unable to attend), Julia Kemple-Johnson and Benedict Nsenga, 12th grade.

Also in attendance and introduced by Mr. Lee were Director of Secondary Education/Interim Principal of Loy Norrix High School Johnny Edwards; Assistant Principal/Athletic Director Andrew Laboe; Kalamazoo Central High School Principal Valerie Boggan; Mock Trial Coach Francis Bilancio; Attorney Coaches Maggie Rucker and Joshua Hilgart; and Volunteer Coordinator Yvonne Bond. The students’ parents and family members in the audience were also recognized.

IX. Reports and Recommendations

A. Resolution Regarding the 2018-2019 Kalamazoo Regional Educational Service Agency Budget

Deputy Superintendent of Business, Communications, and Operations Gary Start stated that he had reviewed the budget materials and recommended that the board approve the attached Kalamazoo Regional Educational Service Agency (KRESA) general education fund budget resolution. He noted that the law required that each year by June 1 the board adopt a resolution either in support of or in opposition to the KRESA budget.

MOTION: Moved by Trustee McGlinn, supported by Trustee Hill, to approve the KRESA Budget Recommendation.

Board discussion: None

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

B. Resolution Authorizing 2018 School Building and Site Bonds

Deputy Superintendent Start stated that it was recommended that the board adopt the attached resolution authorizing the issuance of the district’s 2018 school building and site bonds in one or more series. He noted that this resolution established the parameters by which the first series of bonds up to $50,800,000 would be offered to the market. Deputy Superintendent Start stated that this would generate monies for the first series of projects that were promised to our community, students, and taxpayers. He noted the bond was made possible by the solid support of our community at the polls.

MOTION: Moved by Trustee Greschak, supported by Trustee Herschleb, to adopt the 2018 School Building and Site Bonds Recommendation.

Board discussion:
Trustee McGlinn stated that she appreciated our community for supporting KPS bonds, which allowed KPS to be good stewards of its buildings. She thanked the voters.

President Sholler-Barber echoed Trustee McGlinn’s comments and stated that KPS had had a great bond committee that had been very comprehensive in deciding what would be in this bond. She also noted that the parent and community support of the bond would help KPS to provide our students safe and secure places to achieve their very best.
Disposition: Roll call vote: motion carried, 5-yes, 0-no, 0-abstentions.

C. Michigan High School Athletic Association (MHSAA) Membership Resolution
Dr. Rice stated that this was an annual membership resolution to continue the district’s membership in the MHSAA.

MOTION: Moved by Trustee Hill, supported by Trustee Greschak, to approve the resolution for Michigan High School Athletic Association membership for 2018-2019.

Board discussion:
President Sholler-Barber stated that school athletics were an extension of our academic programs and helped to keep students in their academic classes.

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

D. Summer Reading
Superintendent of Teaching and Learning Services Cindy Green and Coordinator of English Language Arts, Social Studies, and Library Services Angela Justice presented a report on the summer reading initiatives in the district and community.

Ms. Justice stated that summer reading loss accounts for roughly 80 percent of the reading achievement gap between more and less economically advantaged children, according to Dr. Richard Allington, a well-known researcher and advocate for children. She noted that this summer there would be 81 days between the last day of school in June and the first day of school in September.

Ms. Justice stated that the KPS summer reading lists were developed for rising kindergarten to rising twelfth grade students. She noted that the lists were balanced, with fiction and non-fiction titles. Ms. Justice stated that the titles were culturally relevant, connect to our curricular areas of science and social studies, and span a variety of interests.

Ms. Justice stated that the KPS summer reading program began in 2008 as a pilot with one grade (6th grade) at each of Lincoln International Studies School and Northeastern Elementary School. She advised that currently, all rising 3rd, 4th, 5th, and 6th grade students choose seven books at their independent reading level to receive during the summer. She noted that students would correspond with their teachers through written postcards or google classroom. Ms. Justice stated that in addition to the books being sent home, each rising 3rd, 4th, 5th, and 6th grade classroom would have an all-grade read. She noted that students and teachers would begin reading this book in June and continue to read the book throughout the summer. Ms. Justice stated that students would return with the book in the fall and their new teachers would have follow-up conversations with the students about the book that everyone had read during the summer.

Ms. Green stated that KPS encouraged all students to have a Kalamazoo Public Library (KPL) card and to visit the library weekly this summer. She noted that there were five KPL libraries:

- Downtown main library located at 315 Rose Street across from Bronson Park;
- Washington Square Library at 1244 Portage Street in the Washington/Edison neighborhood;
- Alma Powell Library located at 1000 West Patterson Street in the Douglass Community Center;
- Eastwood Branch Library located at 1112 Gayle Avenue in the Eastwood neighborhood near Northeastern Elementary School; and
- Oshtemo Branch Library located at 7265 West Main Street.

Ms. Justice stated that this summer, five KPS elementary school libraries would be open for two hours two days a week to encourage students additionally to read. She noted that the libraries would open the week of June 18 and close the week of August 6 for all schools except Washington Writers’ Academy, which would run for five weeks beginning the week of June 18. Ms. Justice stated that this year, there would be teacher-led book clubs and that story time would continue at all the open libraries.

<table>
<thead>
<tr>
<th>School</th>
<th>Days open</th>
<th>Times</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arcadia Elementary</td>
<td>M-W</td>
<td>11:00 a.m. – 1:00 p.m.</td>
</tr>
<tr>
<td>Edison Elementary</td>
<td>M-W</td>
<td>1:00 p.m. – 3:00 p.m.</td>
</tr>
<tr>
<td>Lincoln Elementary</td>
<td>M-W</td>
<td>11:00 a.m. – 1:00 p.m.</td>
</tr>
<tr>
<td>Spring Valley Elementary</td>
<td>T-Th</td>
<td>11:00 a.m. – 1:00 p.m.</td>
</tr>
<tr>
<td>Washington Elementary</td>
<td>T-Th</td>
<td>11:00 a.m. – 1:00 p.m.</td>
</tr>
</tbody>
</table>

Ms. Justice stated that on May 19, KPS was fortunate to have partnered with the Kalamazoo Public Library to sign up roughly 500 students for the KPL summer reading program and give away approximately 500 books. She noted that parents and their children also received copies of the KPS recommended summer reading lists.

Ms. Green stated that Washington Writers’ Academy and The Woodward School for Technology and Research would begin on July 23. She noted that this would mean a summer of 38 days for students at Woodward and Washington as opposed to 81 days of summer for other students starting school right after Labor Day. Ms. Green stated that students at Woodward and Washington would still attend for 180 days in the school year with more breaks provided in smaller chunks of time during the school year to avoid the summer slide, when students miss so much reading. She noted that students at Washington and Woodward would take two weeks off in October, December, and March, and additional days near the holidays when, 3-5 additional days would be taken off. Ms. Green stated that the goal was to keep the academic gains throughout the calendar year.

Ms. Green stated that teachers and students were currently reading, reviewing, and making recommendations for diverse literature to be included in classroom libraries. She noted that once classroom collections were determined, teachers would be provided with training on ways to integrate the use of these books into the classroom setting. Ms. Green stated that this would allow opportunities for students to see themselves in the literature that they read and expose students to a variety of authors and experiences of others.

Ms. Green stated that KPS continued to encourage local community service agencies to support and promote reading throughout the year. She noted that KPS would be sharing soon its summer reading initiatives with the Kalamazoo City Commission. Ms. Green stated that the City of Kalamazoo Recreation Department, KYDNet, and other service agencies would work with KPS reading lists and initiatives to incorporate reading in their programs.
Board discussion:
Trustee Hill stated that KPS summer reading initiatives were great, with a common theme that kids could discuss. She noted that colleges have a similar program of recommended summer reading that students discuss in classes. Trustee Hill thanked Ms. Green and Ms. Justice for all of their work on this project.

Trustee McGlinn stated that she really appreciated the KPS summer reading program. She noted that every year there was something new and different to continue building up concepts to engage students in reading. Trustee McGlinn expressed her appreciation for the work that KPS was doing with the city and organizations in our community. She noted that it was great to have reading lists to share with the community, promote the libraries, and discuss what books kids are reading. Trustee McGlinn stated that for some students, reading was very challenging, and noted how important it was to reach out to teachers and the community to work on ways to help those struggling readers. Trustee McGlinn thanked Ms. Green and Ms. Justice for the work that they had done.

President Sholler-Barber concurred with everything said. She stated that encouraging reading with our students was helping them build lifetime learning skills. President Sholler-Barber noted that KPS was offering new dimensions such as book clubs, story time, and teachers at the libraries. She stated how important it was for all students to see themselves in the materials and was happy to see the diverse selection of books. President Sholler-Barber thanked Ms. Green and Ms. Justice for all of their work.

Dr. Rice thanked Ms. Green and Ms. Justice for their leadership in the literacy effort. He thanked Director of Special Education Rikki Saunders, who is pushing literacy for our special needs children. Dr. Rice stated that every child is expected to read every day in the summer. He thanked all of the KPS partners, with special thanks to the Kalamazoo Public Library, which had been such a strong partner on literacy over the years. Dr. Rice thanked the City of Kalamazoo and Mayor Bobby Hopewell; Community in Schools of Kalamazoo and its executive director, Pam Kingery; Ryan Wieber at the Kalamazoo Public Library; Dr. Meg Blinkiewicz, director of KYDNet; and the many others that were promoting summer reading. He stated that KPS would send 32,000 books home this summer, the largest number of books given out across the state of Michigan by a school district during the summer. Dr. Rice noted that the next book giveaway would be on Saturday, June 2 at the Do Dah parade, where KPS would be signing up children for the summer reading program and giving out books.

X. Other Business
None.

XI. Comments by Trustees
Trustee Hill stated that she had attended the Maple Street Magnet School for the Arts spring choir concert, Who am I, with Julie Davis as the director. She noted that there were 300 students on stage all doing a fabulous job of singing and dancing. Trustee Hill stated that it had been a great show and that she had really enjoyed it.

Trustee Greschak stated that he had attended the adult education graduation ceremony at Chenery Auditorium on May 21. He noted that these students had taken a longer road to graduation and that it had been such a joy to participate in this very important moment with them.
President Sholler-Barber congratulated the KPS staff for putting on a wonderful job fair on May 18. She noted that KPS had had applicants from all over the country attend this event and apply for jobs with Kalamazoo Public Schools.

President Sholler-Barber stated that Women Who Care had had its meeting this past week and explained that their donation of $17,000 went to a joint effort by the United Way and the Kalamazoo Community Foundation for flood relief. She noted that the donation would help our kids who were affected by the recent floods. President Sholler-Barber thanked Women Who Care for helping our kids.

President Sholler-Barber stated that the First Day Shoe Fund, since its origin in 2006, had given out 28,677 pairs of shoes to KPS kids and students in several districts in the area. She noted that in 2017 the fund gave 4,687 pairs of shoes to KPS students and plans to go well over 5,000 pairs of shoes in 2018. President Sholler-Barber advised that she had also attended Brews and Shoes, a fundraiser for the First Day Shoe Fund. She noted that 285 KPS partners donated to help KPS children. President Sholler-Barber congratulated and thanked First Day Shoe Fund for all that it does for KPS children.

President Sholler-Barber stated how she admired the sincerity of the graduates at the adult education graduation ceremony. She noted that many of those graduates were juggling jobs and children and for them to return to school and graduate was remarkable. President Sholler-Barber stated that Adult Education Leader Kim Bell had done a wonderful job with the ceremony, and that Musette El-Mohammed, who was retiring after teaching 20 years in that program, would be missed.

President Sholler-Barber stated that Trustee Carol McGlinn, Trustee Jennie Hill, Trustee Ken Greschak, Dr. Rice and she had attended an important Michigan Association of School Boards communications workshop in Lansing on May 15. She noted that anything the board could learn that would help them to get messages out to parents and constituents was always helpful.

Comments by the Superintendent
Dr. Rice stated that we had just a few weeks left of school, which would end on June 14, and that it was important to finish strong. He agreed with Trustee Greschak’s point that the adult education graduation was extraordinary. Dr. Rice noted that Kim Bell had done an excellent job with the program. He stated that Kamin Esther Yago, a Congolese immigrant, had done an outstanding job on her speech at the graduation ceremony. Dr. Rice noted that, in addition to the adult education ceremony, there were ten secondary school “graduations” coming up: the KAMSC senior awards ceremony on May 29; the Kalamazoo Innovative Learning Program graduation on May 30; the Middle School Alternative Learning Program graduation on May 31; the Phoenix High School graduation on June 5; Loy Norrix High School graduation on June 6; the Kalamazoo Central High School graduation on June 7; the Maple Street Magnet School for the Arts graduation on June 8; the Milwood Magnet School: A Center for Math, Science and Technology graduation on June 11; Hillside Middle School graduation on June 12; Linden Grove Middle School graduation on June 13, Edison Environmental Science Academy would graduate its fifth graders on June 14, the last day of the school year.

Dr. Rice thanked Alex Lee for his work on new billboards in town. He noted that one set says School begins July 23 for Washington Writers’ Academy and The Woodward School for Technology and Research and another reads Kalamazoo Public Schools: Where your present meets your promise.
Dr. Rice stated that he had received an email from Ellen Zwarensteyn, executive director at the Michigan Center for Civic Education. Ms. Zwarensteyn congratulated the mock trial program as well as the administration that makes it possible to flourish. Dr. Rice read the letter that was attached:

This letter serves to share our excitement for the success of the Kalamazoo Central’s Mock Trial Program. It is a testament to you and your district’s leadership that you continue to cultivate the academic climate and community needed to showcase at the highest level of competition.

I had the pleasure of watching your students compete at both the State Finals as well as at the National Championship. It was truly an amazing display of legal and performative art. You have a dedicated support team of coaches, who take their role seriously and help develop these young legal scholars.

Civic education is at a crossroads throughout our country; your commitment provides hope that districts who commit to sustained civic and law related education succeed. Our students need more opportunities to engage the civic life in meaningful, structured ways. Thank you for ensuring these opportunities exist through Mock Trial.

On behalf of The Michigan Center for Civic Education, congratulations. Please let all the students on both teams know we are proud of their accomplishments. Please extend a special congratulations to Zach Cook, Hannah Glass-Chapman, Conner Havenaar, Julia Kemple-Johnson (Attorney Award!), Benedict Nsenga, Charity Sidwell, Harisimran Sohi, and Wissal Yaqouti as they represented Michigan so well with their 5th place National finish. Mr. Bilancio’s leadership alongside the community coaches of Mr. Liggins, Ms. Rucker, Ms. Starks, Mr. Hilgart, and Mr. Crane were simply outstanding

Sincerely,

Ellen Zwarensteyn
Executive Director,
Michigan Center for Civic Education

Dr. Rice stated that it had been a very challenging year across the country when it comes to school security. He noted that as part of KPS’s commitment to continuous improvement of its security measures, Kalamazoo Public Schools had created a new tip line. The number is (269) 488-1019. Dr. Rice stated that the tip line would be available 24 hours a day, and the information would go anonymously to the Student Services Department and to Campus Safety. He encouraged students and parents to help KPS keep its schools and community safe. Dr. Rice stated that if you see or hear something, say something.

Dr. Rice stated that in the coming days and months, KPS will communicate the importance and availability of the tip line in a number of ways. He noted that KPS would use robocalls, Excelsior, school newsletters, district website, and social media to raise awareness of the tip line at (269) 488-1019.

Dr. Rice stated that he appreciated the support and leadership of Campus Security Chief Don Webster and also appreciated the leadership of Director of Student Services Nkenge Bergen.
XII. **Closed Session (if needed)**

President Sholler-Barber did not call for a closed session, and adjourned the meeting at 8:04 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, June 14, 2018 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
President Patti Sholler-Barber called the dinner meeting to order at 5:35 p.m. in the Superintendent’s Conference Room of the Administration Building, 1220 Howard Street.

Board members present: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Superintendent Dr. Michael Rice was also present.

1. Dinner meeting agenda items discussed:
   - Graduations and graduation numbers;
   - Last day of school;
   - Loy Norrix High School administrative recommendations;
   - Budget presentation;
   - Articles;
   - Board of Education calendar; and
   - Board of Education dinner meeting minutes.

   No action was taken on the aforementioned items.

2. Articles shared with Board members but not discussed given time constraints:
   - MLive – Anonymous tip line latest tool in safety efforts at Kalamazoo schools;
   - Michigan Information & Research Service (MIRS) – $500m more to play with;
   - Hutchinson, Shockey, Erley & Co. – School board election results for 5-8-18; and

President Patti Sholler-Barber adjourned the meeting at 6:59 p.m.
I. Call to Order
President Patti Sholler-Barber called the June 14, 2018 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee recognized the following students:
- Milwood Elementary School turnaround students Aubrianna Hickman (unable to attend), 4th grade and Chance Dunning, 5th grade; and
- KPS members of the StrykeForce Robotics Team 2018 First Robotics World Champions from Loy Norrix High School: Alex Zajac, 9th grade; Antoinette Puca (unable to attend), 10th grade; and Nina Herschleb and Cade Peterman, 11th grade.

Also in attendance and introduced by Mr. Lee were Milwood Elementary School Principal Craig LeSuer, Director of Secondary Education/interim Principal of Loy Norrix High School Johnny Edwards, and Director of Elementary Education Judy D’Arcangelis. The students’ parents and family members in the audience were also recognized.

V. School Reports/Committee Reports
Committee Reports
President Sholler-Barber stated there were no committee reports this week. She noted that there would be a Curriculum Committee meeting on Monday, June 18.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of May 25 through June 14, 2018. (File #22.)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. May 24, 2018 Regular Meeting Minutes; VII.B. Purchase Recommendations 2018-30; 2018-31; 2018-32; and 2018-33; VII.C. Personnel Changes; VII.D. Trustees Expense Reports; and VII.E. 2018-2019 Board of Education Meeting Dates.

Deputy Superintendent for Business, Communications and Operations Gary Start reviewed the purchase requests:
- 2018-30 for $229,809.42 from the Food Service Fund for Food Service Management Services;
• 2018-31 for $45,500.00 from the 2013 bond, for the purchase of Lightspeed web filtering to increase the speed of internet connection;
• 2018-32 for $52,993.49 from the 2013 bond, for the purchase of security camera server replacement; and
• 2018-33 for $80,256.00 from the 2013 bond, for the purchase and replacement of 44 iMac computers for Milwood Magnet School and Loy Norrix High School.

Deputy Superintendent Start stated that these bonds were critical to our district. He noted that, without bonds, these technology items would have to come out of the general fund, which would reduce dollars for programs and services for students.

MOTION: Implied to approve the Consent Calendar as presented.

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

VIII. Persons Requesting to Address the Board
None.

IX. Reports and Recommendations
Deputy Superintendent for Business, Communications and Operations Gary Start and Business Manager Laura Kayser reminded the board that the budget is presented to the board at two meetings in June each year, with the first presentation the preliminary budget for the next fiscal year, and the second on June 28 for the approval of the budget with changes incorporated therein. He noted that, as it has in the past, the preliminary 2018-19 budget reflects board goals.

Deputy Superintendent Start stated that the first part of the budget exercise was to determine how much money we have to invest or how much we have to cut based on new enrollment numbers, the estimated cost of health insurance, and a variety of other factors. His report included the following information.

State Revenue:
• Districts in the state of Michigan are heavily dependent on the state for revenue.
• Eighty-seven (87) percent of our budgetary general fund revenue is generated through the school aid act.
• The most significant source of revenue is a per student foundation allowance.
• The increases in the foundation allowance have not come close to keeping up with inflation, as shown in the chart below. The top line is inflation and the bottom line represents the changes in the foundation allowance. There is a very wide gap between inflation and how much the foundation allowance has increased.
• Since 2005-06, inflation increased by 28.29 percent, while the KPS foundation allowance had only increased by 6.93 percent, a difference of more than 21 percent. KPS has lost one fifth of its buying power since 2005-06.
• This year’s foundation allowance increase was more than in the recent past, 2.9 percent higher than last year; however, this increase was still below the inflation rate of 3.3 percent.
School Finance: The True Cost of Educating a Child in Michigan

- The January 2018 study was supported by the School Finance Research Collaborative (SFRC), a statewide, diverse and bipartisan group of business leaders and education experts who agree: It’s time to change how Michigan’s schools are funded.
- Michigan ranked 8th highest among the states in the country in per-pupil spending as recently as 2000.
- Michigan currently ranks 24th in per-pupil K-12 spending.
- Since 2000, Michigan’s inflation-adjusted per-pupil spending has fallen by $663 per pupil, while the U.S. average has increased by over $1,400 per student.
- Our school funding system must provide a high-quality education for all students to meet Michigan’s state standards, including but not limited to:
  - The new third-grade reading law; and
  - The Michigan Merit Curriculum.
- This chart explains the final recommendations of the SFRC:

Key Student Characteristics

<table>
<thead>
<tr>
<th>Final Recommendation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base</td>
</tr>
<tr>
<td>Size Adjustment</td>
</tr>
<tr>
<td>Poverty Weight</td>
</tr>
<tr>
<td>ELL</td>
</tr>
<tr>
<td>WIDA 1-2</td>
</tr>
<tr>
<td>WIDA 3-4</td>
</tr>
<tr>
<td>WIDA 5-6/FELS</td>
</tr>
<tr>
<td>Special Education</td>
</tr>
<tr>
<td>Mild</td>
</tr>
<tr>
<td>Moderate</td>
</tr>
<tr>
<td>Severe</td>
</tr>
<tr>
<td>Preschool</td>
</tr>
<tr>
<td>Isolation</td>
</tr>
</tbody>
</table>

*Base does not include transportation, food service, or adult education. It includes retirement costs at 4.6% of salaries.
• Under the SFRC recommendations, every child would generate $9,590 local, state, and federal base funding for his or her education. Certain students: poor students, English language learners, and special needs students would generate more funding based on their greater needs.

• In addition to the $9,590, each poor child would generate an additional 35 percent of the $9,590 base, approximately $3,356.

• The cost of education for English language learners (ELLs) is substantially greater than that of non-English language learners. Currently the state of Michigan gives virtually nothing to educate English language learners. This study would fund additionally English language learners by their English learning levels. A student with a WIDA (the test of English language proficiency) level 1-2, with little English, would generate another 70 percent of the $9,590, approximately $6,800. A student with a WIDA level 3-4, a bit more advanced, would generate 50 percent more than the base of $9,590, approximately $4,795. A student with a WIDA level 5-6, wouldn’t generate as much support. He or she would generate another 35 percent of the $9,590, approximately $3,000 more for your education.

• Special needs children would generate additional revenue for their education. Similar to poor children and ELLs, these students often come with additional needs. For a mildly handicapped student, the additional revenue would be 70 percent more than the base, an additional $6,713. For moderately handicapped, the additional revenue would be 115 percent more than the base, an extra $11,028; and for a severely handicapped child, the state would reimburse the district fully for its costs. A moderately handicapped child at a 1.15 weight would mean education would be funded at more than twice the base cost.

• Under this study, pre-kindergarten would be funded at $14,155 for a full day pre-kindergarten child. Currently pre-kindergarten is funded at $3,625 for a half day slot and $7,250 for full day, roughly half of the recommendation of this study. This would fund all children in pre-school, not only as four-year olds as the GSRP currently does, but as three-year olds as well.

• If you are geographically isolated under this study’s recommendations, you would generate another 0.04 on the base, approximately $380.

• This base funding of $9,590 per pupil does not include transportation, food service, or adult education. It does include nominal pension costs of 4.6 percent of salaries for all employees. The balance of pension costs would be funded by the state under this study’s recommendations.

**District Expenditures:**

- School districts, including KPS, are heavily employee intensive. 2017-2018 budgetary general fund expenditures were 84 percent for employee salary and benefits; 6 percent for contracted services; and 10 percent for other expenditures.
- The KPS budget process emphasizes allocating resources to the classroom.
The state of Michigan produces a bulletin 1014 each year. For 2016-17, this bulletin reported:

<table>
<thead>
<tr>
<th>Cost Category</th>
<th>KPS</th>
<th>Statewide</th>
<th>Other Kalamazoo County districts</th>
<th>Kalamazoo County charter schools</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instruction and Instructional Support Costs as a Percentage of General Fund Costs</td>
<td>KPS – 74%</td>
<td>Statewide – 71%</td>
<td>Other Kalamazoo County districts – 70%</td>
<td>Kalamazoo County charter schools – 54%</td>
</tr>
<tr>
<td>Business and Administration Costs as a Percentage of General Fund Costs</td>
<td>KPS – 10.7%</td>
<td>Statewide – 12.4%</td>
<td>Other Kalamazoo County districts – 11.7%</td>
<td>Kalamazoo County charter schools – 23.0%</td>
</tr>
<tr>
<td>Operation and Maintenance Costs as a Percentage of General Fund Costs</td>
<td>KPS - 8.9%</td>
<td>Statewide - 9.3%</td>
<td>Other Kalamazoo County districts – 8.3%</td>
<td>Kalamazoo County charter schools – 19.5%</td>
</tr>
</tbody>
</table>

KPS maintains a fund balance that is fiscally responsible, but not excessive. Mr. Start stated that KPS believed maintaining an adequate fund balance was important; however, it was not necessary to have a high fund balance. He noted that some districts that have had large fund balances have made the mistake of using those funds to cover recurring general fund expenses and, in doing so, had run out of funds.

Top Line in 2001 – Average Student Population 10,000-19,999 per Bulletin 1011
Middle Line in 2001 – Average State of Michigan per Bulletin 1011
Bottom Line in 2001 - KPS
KPS enrollment growth has been critical to maintaining a stable financial position in light of inadequate state support. Small changes in enrollment can cause major adjustments to a district’s revenue and the ability to meet the needs of students. A decrease in enrollment of just 0.5 percent would create a revenue decrease in excess of $500,000 for Kalamazoo Public Schools. A foregone enrollment increase of 0.5 percent represents a foregoing of more than $500,000 in revenue.

Mr. Start stated that from 2005-06 to 2016-17, Kalamazoo Public Schools enrollment had increased by 24 percent, while Kalamazoo charter schools have decreased by 7 percent.

### Enrollment change, 2005-06 to 2016-17, Urban Public School Districts

<table>
<thead>
<tr>
<th>District</th>
<th>Enrollment Change</th>
<th>Percentage Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kalamazoo</td>
<td>+2,447</td>
<td>+24%</td>
</tr>
<tr>
<td>Grand Rapids</td>
<td>-5,300</td>
<td>-24%</td>
</tr>
<tr>
<td>Lansing</td>
<td>-5,136</td>
<td>-32%</td>
</tr>
<tr>
<td>Battle Creek</td>
<td>-3,111</td>
<td>-42%</td>
</tr>
<tr>
<td>Saginaw</td>
<td>-4,779</td>
<td>-44%</td>
</tr>
<tr>
<td>Pontiac</td>
<td>-5,655</td>
<td>-58%</td>
</tr>
<tr>
<td>Detroit</td>
<td>-86,460</td>
<td>-66%</td>
</tr>
<tr>
<td>Flint</td>
<td>-13,495</td>
<td>-73%</td>
</tr>
</tbody>
</table>

Prior to the Kalamazoo Promise, KPS was losing approximately 300 students per year. Losing students forces districts to make cuts, and in turn, those cuts cause parents and families to leave the district. This creates a downward spiral.

### 2018-19 Forecast

- **Operating Surplus, carried forward from 2017-18**: $700,000
- **Foundation allowance increase (estimated at $218 per student)**: $2,800,000
- **Enrollment increase (10 students, fall count/9 blended)**: $70,000
- **Additional enhancement revenue**: $70,000
- **Reduced vehicle replacement budget**: $110,000
- **Renegotiated Ombudsman contract for KILP**: $100,000
- **Compensation assumptions, subject to negotiations:**
  - Employee insurance cost (7.5% annualized): $(1,030,000)
  - Full step increase (2.26%): $(1,980,000)
  - Base pay increase (2.0%): $(1,760,000)
  - Attrition savings (1.0%): $880,000
- **Projected change in fund balance**: $10,000

Mr. Start stated that if Kalamazoo had not passed the May 8 bond, KPS would not have had these increases. He thanked the voters who made this possible.

### Additional federal Title II budget

- **Additional teacher professional development**: $150,000
  - Topics include: Multi-tiered systems of support; Trauma-informed care; Restorative practices; and Classroom management.

### Additional state at-risk budget

- **Three social worker positions**: $350,000
- **One English as a Second Language (ESL) teacher**: $105,000
- **One tier II/III interventionist**: $105,000
One math interventionist/coach $ 105,000
One ELA interventionist/coach $ 105,000
One climate and culture coach $ 105,000
Mentoring support and oversight $ 30,000
Grades 4-5 math materials $ 170,000
Grades K-3 writing materials $ 210,000
Total at-risk budget addition $ 1,250,000

Funded by the Michigan Health Endowment Fund (MHEF) grant with Communities in Schools of Kalamazoo (CIS-K), and Family and Children Services (F and CS)
- Six (6) mental health therapists

Selected Efforts of the Last Several Months to Drive Board Goals
Board Goal 6 – Continuation of the improvement of district marketing and of service to our children and families:
- Service
  - $150,000 of federal Title II funds targeted to additional teacher professional development. Topics include:
    - multi-tiered systems of support;
    - trauma-informed care;
    - restorative practices; and
    - classroom management.
  - Addition of a climate and culture coach;
  - Addition of a Tier II/III interventionist;
  - Addition of three social worker positions;
  - Addition of six mental health therapists paid for with Michigan Health Endowment Fund grant with CIS-K and F and CS; and
  - Addition of mentoring support and oversight.
- Marketing
  - Development of “Where Your Present Meets Your Promise” bus banners;
  - Introduction of a “Free College” billboard campaign;
  - Display of an advertising banner on the Westnedge overpass;
  - Introduction of on-line advertising using key word searches;
  - Development of counter cards for most locations;
  - Continuation of improvements to the Facebook page, with almost 10,000 followers; and
  - Continuation of improvements to the website.

Board Goal 1 – Improvement of reading achievement:
- Addition of an ELA interventionist/coach position;
- Expansion of the open summer library program;
- Partnership with the public library for the OneCard program; and
- Funding and expansion of diverse classroom libraries.

Board Goal 2 – Improvement of math achievement:
- Addition of a math interventionist/coach position; and
- Acquisition of grades 4-5 math materials.

Board Goal 3 – Improvement of writing achievement:
- Acquisition of grades K-3 writing materials.
Board Goal 4 – Advanced Placement participation & success:
• Funding of three-year rotation of summer professional development for Advanced Placement teachers.

Board Goal 5 – Improvement of graduation rate:
• Mentoring support and oversight; and
• Expansion of district mentoring program.

Board Goal 7 – Improvement of career awareness, exploration, and development in the middle years of development:
• Beginning of lunch and learns at Kalamazoo Central and Loy Norrix High School;
• Career exploration days at the county fairgrounds (MI Career Quest); and
• County committee to improve secondary programming, including career awareness, exploration, and development.

Board discussion:
Trustee Hill stated that she was saddened by the financial state of schools in the state of Michigan. She noted that struggling school districts were losing enrollment and that the state did not help them by providing the necessary funding. Trustee Hill stated that KPS enrollment was improving and that Mr. Start and Ms. Kayser were able to make solid predictions to support a financially stable district.

Trustee McGlinn noted that the SFRC recommended the base should be $9,590, with additional dollars for students who have additional needs. She asked Deputy Superintendent Start what the current base was that KPS received from the foundation allowance.

Deputy Superintendent Start stated that the foundation allowance was $8,066 with the new formula; however, it would also include federal Title I and state at-risk dollars.

Trustee McGlinn stated that the base funding was not at the level that the SFRC had recommended. Deputy Superintendent Start noted the additional .35 percent for free and reduced-price lunch students, the additions for English language learners, and additional resources for special education students.

Trustee McGlinn asked Deputy Superintendent Start how KPS would use the fund balance.

Deputy Superintendent Start stated that when predicting enrollment, it was not hard to be off by one percent. He noted that one percent off enrollment would cost KPS one million dollars. Deputy Superintendent Start stated that if a district had a low fund balance, its projections might have to be very low. He noted that KPS does not have to be overly conservative on projections because of its steady fund balance.

Trustee McGlinn stated that she appreciated that KPS had included the Board of Education goals when planning its budget. She agreed with Trustee Hill on how difficult it was to see similar districts struggling with enrollment and that the Kalamazoo Promise had helped KPS tremendously. Trustee McGlinn thanked the Promise donors. She stated that KPS has administrators, teachers, and staff working hard to make sure that a quality education for all students was provided. Trustee McGlinn thanked Deputy Superintendent Start and Ms. Kayser for the presentation.

Trustee Freedman stated that she had really appreciated the presentation. She noted that as a new board member she appreciated how clearly the budget had been presented to the Board of
Education and to the community. Trustee Freedman stated that she was happy that the KPS budget was moving in the right direction; however, she noted that the state of Michigan still needed to help KPS continue to expand its programs.

Trustee Greschak stated that 13 million (eight percent of the KPS budget) in a fund balance sounds exorbitant; however, if you drop to five percent, KPS would be considered by the state to be in danger of going into deficit and subject to financial oversight by the state. He noted that KPS maintains between eight and nine percent in its fund balance and continues to be a wonderful steward with district monies and resources. Trustee Greschak noted that higher fund balances take money from student programs. He noted that KPS maximized its resources to be used in its buildings.

Trustee Greschak stated that he was pleased to see that, when there was some additional funding available, KPS hoped to provide a full step increase and base pay increase for its staff. He noted that KPS was also putting more resources into the schools with critical supports such as social workers, mental health therapists, interventionists, and academic coaches. Trustee Greschak noted that KPS was spending its money with the Board of Education’s vision and goals in mind.

President Sholler-Barber stated that this had been a very difficult year for security and safety in our schools throughout the nation. She noted that she was pleased about the hiring of additional social workers and mental health therapists to support its teachers. President Sholler-Barber asked Deputy Superintendent Start to talk about the enrollment projections in regards to the entire state of Michigan.

Deputy Superintendent Start noted that the state of Michigan was projecting a decline in enrollment in the state. He noted that urban districts were projecting significant declines in student enrollment.

President Sholler-Barber stated that the trend in national and state education to go to the charter model was not happening in Kalamazoo. She credited this to the Board of Education and its goals to protect students, encourage a better education for all students, have vision for students, and graduate students Promise ready. President Sholler-Barber stated that the community support in passing bonds provides KPS with money to do the work to protect students. She noted that KPS teachers and the administration were doing a great job preparing students for college. President Sholler-Barber thanked Deputy Superintendent Start and Ms. Kayser for doing a good job with the budget. She thanked KPS parents for all of their support.

Deputy Superintendent Start stated that he and Ms. Kayser were very appreciative of Dr. Rice and the school board for their support.

Trustee Greschak stated that the KPS community was hugely responsible for this success due to the passing of the bonds. He noted that having those additional funds takes a lot of pressure off of the operating budget.

President Sholler-Barber stated that if community members felt KPS wasn’t being a good fiscal steward they wouldn’t support these bonds. She noted that KPS welcomed them as partners in supporting teachers and schools.
Dr. Rice thanked the board, Gary Start, Laura Kayser, Cindy Green, Rikki Saunders, Nkenge Bergan, Sheila Dorsey-Smith, Johnny Edwards, Judy D’Arcangelis, principals and others for their work in the budget process. He noted that the $9,590 per pupil base funding in the SFRC study included federal dollars, while the current foundation allowance of $8,066 did not. He explained that, if you were to add in all of the district’s federal dollars you would find that on a per pupil basis this would not rise to $9,590 per student. Dr. Rice stated that this did not include all of the additional costs associated with the additional needs of our children who have special needs, children who are at risk, and children who are English language learners. He noted that KPS was a long way from being properly funded. Dr. Rice stated that the SFRC was the best adequacy study in the state’s history. He noted that it is very clear that KPS was underfunded, as were other public school districts across the state of Michigan. Dr. Rice stated that the needier, the more challenged, the more at risk young people are, the more substantially they are underfunded in the state. He noted that this was a start, not a finish, but a start after years of state-driven cuts. Dr. Rice stated that KPS appreciated the improved budget from the state. He noted that it was a start to increasing staff and staff compensation. Dr. Rice stated that KPS appreciated the Michigan Health Endowment Fund grant with CIS-K and Family and Children Services, which was funding six mental health therapists. He noted that KPS budget increases would include three social worker positions, an English as a Second Language teacher, a Tier II / Tier III interventionist, a math interventionist/coach, an English Language Arts (ELA) interventionist/coach, a climate and culture coach, mentoring support, the completion of the K-5 math materials, and the completion of the K-5 writing materials. Dr. Rice stated that the impact would be across the district for many of these positions. He noted that this would be a much stronger budget than KPS had put forward in the past few years because the state is providing more resources than it did previously.

B. Administrative Appointment – Assistant Principal/Dean at Loy Norrix High School

Assistant Superintendent of Human Resources Sheila Dorsey-Smith read the recommendation to appoint Ms. Erin Middleton to the position of assistant principal/dean at Loy Norrix High School.

MOTION: Moved by Trustee McGlinn, supported by Trustee Greschak, to appoint Ms. Erin Middleton to the position of assistant principal/dean of Loy Norrix High School.

Board discussion:
None.

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

C. Administrative Appointment – Assistant Principal at Loy Norrix High School

Assistant Superintendent of Human Resources Sheila Dorsey-Smith read the recommendation to appoint Ms. Kimberly Kirshman to the position of assistant principal at Loy Norrix High School.

MOTION: Moved by Trustee Herschleb, supported by Trustee Hill, to appoint Ms. Kimberly Kirshman to the position of assistant principal of Loy Norrix High School.

Board discussion:
None.

Disposition: Roll call vote: motion carried, 7 yes, 0-no, 0-abstentions.
D. Administrative Appointment – Assistant Principal at Loy Norrix High School
Assistant Superintendent of Human Resources Sheila Dorsey-Smith read the recommendation to appoint Mr. Brandon Lukes to the position of assistant principal at Loy Norrix High School.

MOTION: Moved by Trustee Freedman, supported by Trustee Hill, to appoint Mr. Brandon Lukes to the position of assistant principal of Loy Norrix High School.

Board discussion:
None.

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

X. Other Business
None.

XI. Comments by Trustees
Trustee McGlinn stated that today was the last day of school. She noted that KPS wanted to see students read books all summer long. Trustee McGlinn stated that the district had worked with many community organizations to encourage summer reading by utilizing KPS reading lists and including literacy in their programs. She noted that the city of Kalamazoo was including literacy in its programs this summer and encouraged students to visit the library.

Trustee Greschak stated that it had been a spectacular graduation season and that he had enjoyed the Adult Education, Phoenix High School, Loy Norrix High School, and Kalamazoo Central High School ceremonies. He noted that the student speakers had been incredibly inspiring. Trustee Greschak stated that he was anxious to see what they do in the future.

Trustee Hill stated that she had enjoyed being on stage and shaking hands with students at graduations. She noted that the middle school graduations had also been enjoyable and that she had been impressed at how involved the teachers were in seeing that everyone received an award. Trustee Hill stated that Maple Street Magnet School for the Arts had had a student from Africa speak about his journey to America and what it had been like to learn a new language and to fit into a new culture. She noted that the speakers at Milwood Magnet School: A Center for Math, Science and Technology were wonderful and that she was looking forward to hearing them again at their high school graduations.

President Sholler-Barber thanked Campus Security Chief Don Webster for his help with graduations. She noted that, with the addition of metal detectors this year, the process went very smoothly and the students had been orderly. President Sholler-Barber thanked the dedicated staff who prepared these students for graduation. She thanked Phoenix High School Principal Mark Hill and Phoenix staff for helping students over the Memorial Day weekend complete all of their work. President Sholler-Barber thanked the Kalamazoo Promise You Make a Difference Awards Program for recognizing individuals in each building who truly do make a difference.

Assistant Superintendent Cindy Green stated that there would be five KPS school libraries open this summer. She explained that they would all go for nine weeks, except for Washington Writers’ Academy, which would be open for five weeks, given its July 23 school opening.
President Sholler-Barber thanked all of the coaches and the parents who supported the KPS sports programs. She noted that these activities were vital to many of our students.

**Comments by the Superintendent**

Dr. Rice stated that the high school graduations had been joyous. He noted that 53 young people graduated from the Kalamazoo Adult Education program on May 21; 11 in the second year of our Kalamazoo Innovative Learning Program on May 30; 88 students from Phoenix on June 5; 272 from Loy Norrix on June 6; and 337 students from Kalamazoo Central on June 7. He noted that the middle school graduations had been exciting. Dr. Rice stated that the graduation season ended at Edison Environmental Science Academy on June 14. He thanked Patrice Hillsman for always doing an excellent job with this wonderful event. Dr. Rice congratulated all of the parents and grandparents who had children or grandchildren who had graduated, the Kalamazoo Promise You Make a Difference award winners, and teachers, school staff, and students for hanging tough in a very challenging year. Dr. Rice thanked teachers, school staff, Deputy Superintendent Gary Start, Assistant Superintendent of Teaching and Learning Services Cindy Green, Assistant Superintendent of Human Resources Sheila Dorsey-Smith, Director of Special Education Rikki Saunders, Director of Student Services Nkenge Bergan, Executive Director of Communications Alex Lee, Linda Mah, Director of Secondary Education Johnny Edwards, Director of Elementary Education Judy D’Arcangelis, and the many, many staff members who support children in many ways. Thank you.

**XII. Closed Session (if needed)**

President Sholler-Barber did not call for a closed session, and adjourned the meeting at 8:30 p.m.

**XIII.** President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, June 28, 2018 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
President Patti Sholler-Barber called the dinner meeting to order at 5:35 p.m. in the Superintendent’s Conference Room of the Administration Building, 1220 Howard Street.

Board members present: Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Absent: Dr. Lauren Freedman. Superintendent Dr. Michael Rice was also present.

1. Dinner meeting agenda items discussed:
   - Millage rates board recommendation;
   - Short-term notes board recommendation;
   - 2018-19 board budget recommendation;
   - Negotiations board recommendation and update;
   - Board executive session; and
   - Board dinner meeting minutes.

No action was taken on the aforementioned items.

2. Articles shared with Board members but not discussed given time constraints:
   - Detroit Free Press - Snyder budgets shifted tax burden from corporations to individuals;
   - Letter from Sheila Alles, interim state Superintendent, to congratulate the district on the recent bond proposal;
   - MLive - Proposed social studies standards eliminate climate change mention, scale back KKK references; and
   - The Herald-Palladium - Seeking stability at the top, Benton Harbor schools still looking for new leader.

President Patti Sholler-Barber adjourned the meeting at 6:43 p.m.

Respectfully submitted by,

Jennie Hill, Secretary
Board of Education
President Patti Sholler-Barber called the special meeting to order at 6:47 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

Board members present: Ken Greschak, Craig Herschleb, TiAnna Harrison, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Absent: Dr. Lauren Freedman. Superintendent Dr. Michael F. Rice was also present.

President Sholler-Barber explained that Michigan law requires that a hearing be held before the board takes action on the 2018-2019 preliminary budget. The purpose of the hearing was to give the board the opportunity to hear public comment on the budget for the next school year.

Ms. Sholler-Barber asked for public comments regarding the proposed 2018-2019 operating budget for Kalamazoo Public Schools.

**Audience comments:** None.

After a call for comments, President Patti Sholler-Barber declared the meeting adjourned at 6:48 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
I. Call to Order
President Patti Sholler-Barber called the June 28, 2018 regular Board of Education meeting to order at 7:00 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: Ken Greschak, TiAnna Harrison, Craig Herschleb, Jennie Hill, Carol McGlinn, and Patti Sholler-Barber. Absent: Dr. Lauren Freedman. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Communications Specialist Linda Mah presented the following students:
- Edison Environmental Science Academy turnaround students: Elder Cruz-Ramirez (unable to attend) and De’Quarius Roberson, second grade; Anthony Leflore, third grade; Dillon Purnell, fourth grade; and Hafez Al Hamoud and James Word III, fifth grade.

Also in attendance and introduced by Ms. Mah were Edison Environmental Science Academy School Principal Julie McDonald and staff members Erika Zavasky, Meaghan Timmons, and Patrice Hillsman. The students’ parents and family members in the audience were also recognized.

V. School Reports/Committee Reports
Committee Reports
Communities in Schools of Kalamazoo, Trustee McGlinn, representative, reported that the CISK board had met on June 15 and had had a strategic planning retreat.

Curriculum Committee, Trustee McGlinn, chair, stated that the committee had met on June 18 and had discussed project-based learning, Adverse Childhood Experiences (ACEs) training, and Eliminating Racism & Creating/Celebrating Equity (ERACCE) training from Western Michigan University.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of June 15 through June 28, 2018. (File #23.)

VII. Consent Calendar

Deputy Superintendent for Business, Communications and Operations Gary Start reviewed the purchase requests:
- 2018-34 for $59,499.22 from the Teaching and Learning Services fund for the purchase of elementary school consumable materials to support the elementary writing curriculum.
• 2018-35 for $27,515.67 from the Teaching and Learning Services fund for the purchase of elementary school consumable materials to support the core elementary science units for grades K-5.
• 2018-36 for $109,414.58 from the Teaching and Learning Services fund for the annual printing of the K-3 Eureka Math materials.

MOTION: Implied to approve the Consent Calendar as presented.

Board discussion:
President Sholler-Barber asked for some clarification on the cursive materials included as part of the consumable materials. She stated that she often heard that KPS was not teaching cursive writing.

Assistant Superintendent of Teaching and Learning Services Cindy Green stated that KPS does teach cursive writing and that these materials were printed each year for students to keep.

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

VIII. Persons Requesting to Address the Board
None.

IX. Reports and Recommendations
A. Adoption of the 2018-2019 Preliminary Budget and 2017-18 Close Estimate Budget
Deputy Superintendent of Business, Communications, and Operations Gary Start read the recommendation for the adoption of the 2018-19 preliminary budget and the 2017-18 close estimate budget. He explained that the proposed budget incorporated the recommendations that he had outlined for the board at its June 14 meeting. Mr. Start noted that the budget included assumptions related to revenue and expenditures, and compensation assumptions for step increases plus 2% based on the additional state aid.

MOTION: Moved by Trustee Greschak, supported by Trustee Herschleb, to adopt the 2018-19 preliminary budget and 2017-18 close estimate budget.

Board discussion:
Trustee McGlinn stated that the focus of this budget was on compensation and additional support staff for KPS. She noted that she was happy to see a slight increase in state aid, although public schools still remain underfunded by the state of Michigan. Trustee McGlinn thanked everyone for all of the work done on the budget.

Trustee Hill stated that she was happy to see an increase in state aid this year. She noted that the recent passing of a bond in May, which helped to pay for buildings, buses, and technology, allowed KPS to use this increase for additional staff and student programs.

President Sholler-Barber agreed with Trustee McGlinn and Trustee Hill. She stated that this was a very responsible budget that met both the concerns of KPS staff and community and focused on the needs of its students. President Sholler-Barber noted that this budget included a fair compensation increase for staff and faculty. She thanked Gary Start and Laura Kayser for their hard work and close estimates on this budget.

Dr. Rice stated that this budget included the best compensation increase in many years, three new social worker positions, an ESL teacher position, a Tier II/II interventionist, a math
interventionist/coach, an English language arts interventionist/coach, a climate and culture coach, mentoring support, new grades 4-5 math materials, and new grades K-3 writing materials. In addition, a Michigan Health Endowment Fund grant, applied for and received by Communities in Schools of Kalamazoo in partnership with KPS and Family and Children Services, will permit an increase of six mental health therapists next year. He noted that this was the best increase per-pupil foundation allowance from the state in many years. Dr. Rice explained that this did not address all of KPS compensation and staffing needs; however, it was a significant step in the right direction. He stated that KPS appreciated the improved budget from the state.

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

B. Resolution for Issuance of Notes
Deputy Superintendent Start read the recommendation for the board to adopt a resolution that authorized the district to borrow up to $16 million in anticipation of state aid. He explained that KPS must do this every year to meet its cash flow obligations, as do other districts across the state, because the state had changed its payment schedule many years ago. This change in state disbursement has adversely affected districts across the state.

MOTION: Moved by Trustee McGlinn, supported by Trustee Hill, to approve the Resolution for Issuance of Notes.

Board discussion:
Trustee McGlinn noted that KPS should not have to borrow money while awaiting funds due from the state of Michigan. She stated that school districts had to borrow and spend money on interest, $186,000 in issuance costs and interest last year, while awaiting school aid payments from the state of Michigan. Ms. McGlinn noted that KPS could have used that money to hire two more teachers in the district. She stated that this was not acceptable and expressed her frustration that this was an annual expense for most school districts because of how the state of Michigan scheduled its school aid payments.

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

C. Millage Resolution
Deputy Superintendent Start read the recommendation that the board authorize collection of 17.8704 non-homestead mills and 8.20 debt retirement mills in the winter levy. He noted that these were tax rates that were consistent with what was in the 2018-19 budget. Mr. Start also noted that the 8.20 mills were consistent with the millage rate presented to the voters in connection with the May 2018 $96.7 million dollar bond issue.

MOTION: Moved by Trustee Hill, supported by Trustee Herschleb, to approve the Millage Resolution.

Board discussion:
None

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

D. Approval of Employee Association Agreements
Dr. Rice expressed his appreciation to the members of these groups for the work that they do on a regular basis for KPS students.
Assistant Superintendent of Human Resources Sheila Dorsey-Smith read the recommendation for the board to approve one-year (2018-19) contractual agreements with the following employee associations:

- Food Service Managers Collective Bargaining Unit;
- Home School Support Specialists/Home School Interventionists;
- Kalamazoo County Education Association/Kalamazoo Behavioral Specialists;
- Service Employees International Union Local 586 (custodians);
- Teamsters Local 214 Maintenance; and
- UAW Local 2150 Administrators (Units I and II).

Assistant Superintendent Sheila Dorsey-Smith noted that the members of all of these employee groups provide very important services to our students, families, and school personnel and that the agreements have been ratified by the various memberships and are within the budget parameters of the Board of Trustees.

**MOTION:** It was moved by Trustee Greschak, supported by Trustee McGlinn, to approve the employee association agreements as presented.

**Board discussion:**
Trustee Herschleb stated that he was a member of UAW, though of a different local representing different employees, and requested a motion to separate the UAW agreement from the others so that he would have no conflict with this vote. He noted that he would abstain from voting on that one employee group.

**MOTION:** It was moved by Trustee Harrison, supported by Trustee Greschak, to support Trustee Herschleb in separating out the UAW agreement from the rest of the employee contractual agreements.

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

President Sholler-Barber stated that the first vote would be for the board to approve one-year (2018-19) contractual agreements with the following employee associations:

- Food Service Managers Collective Bargaining Unit;
- Home School Support Specialists/Home School Interventionists;
- Kalamazoo County Education Association/Kalamazoo Behavioral Specialists;
- Service Employees International Union Local 586 (custodians); and
- Teamsters Local 214 Maintenance.

**MOTION:** It was moved by Trustee McGlinn, supported by Trustee Hill, to approve the employee association agreements as presented.

**Board discussion:**
President Sholler-Barber commended Assistant Superintendent Dorsey-Smith and Deputy Superintendent Start and the members of the associations for completing these negotiations.

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

President Sholler-Barber stated that the second vote would be for the board to approve a one-year (2018-19) contractual agreement with the following employee association:
• UAW Local 2150 Administrators (Units I and II).

**MOTION:** It was moved by Trustee McGlinn, seconded by Trustee Harrison, to approve the employee association agreement as presented.

Disposition: Roll call vote: motion carried, 5-yes, 0-no, 1-abstention (Trustee Herschleb).

X. **Other Business**  
None.

XI. **Comments by Trustees**  
None.

**Comments by the Superintendent**  
Dr. Rice thanked Deputy Superintendent Start and Business Manager Laura Kayser for their substantial work on the budget. He expressed his appreciation to Deputy Superintendent Start, Assistant Superintendent of Human Resources Sheila Dorsey-Smith, legal counsel Marshall Grate, and all others involved in negotiations from the various associations.

XII. **Closed Session**  
President Sholler-Barber asked for a motion to move into closed session to discuss a legal matter.

**MOTION:** Moved by Trustee Hill, supported by Trustee Greschack, to move into closed session.

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

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, July 12, 2018 at 7:00 p.m.

President Sholler-Barber stated that the board may or may not return to the floor and moved to closed session at 7:34 p.m.

President Sholler-Barber reconvened the meeting at 9:10 p.m., at which point the board unanimously adjourned the meeting

Respectfully submitted,

Betse Klepper, Recording Secretary  
on behalf of Jennie Hill, Secretary  
Board of Education