January 1, 2019

MEETING ANNOUNCEMENT FOR THE
KALAMAZOO PUBLIC SCHOOLS BOARD OF EDUCATION

A regular meeting of the Board of Education of the Kalamazoo Public Schools will be held on Thursday, January 10, 2019 at 7:00 p.m. in the Board Room of the Administration Building, 1220 Howard Street, Kalamazoo, MI 49008.

KALAMAZOO PUBLIC SCHOOLS

Jennie Hill, Secretary
Board of Education

The Board of Trustees, Superintendent and senior staff will have an informational meeting at 5:30 p.m. in the Superintendent’s office area, and will also discuss any matters that may come before the Board.

- Please contact the Superintendent’s Office in advance of the meeting if auxiliary aids or services for individuals with disabilities are needed.

- Official minutes of Kalamazoo Public Schools Board of Education open meetings are available for inspection within eight working days of the meeting at the Superintendent’s Office, 1220 Howard Street, Kalamazoo, MI 49008.
I. Call to Order

II. Pledge of Allegiance

III. Attendance

IV. Announcements and Recognitions

V. Election of Officers

VI. Committee Reports/School Reports

VII. Correspondence

VIII. Consent Calendar Items
   A. Minutes
      December 20, 2018 Dinner Meeting
      December 20, 2018 Regular Meeting Minutes
      December 21, 2018 Special Meeting Minutes

   B. Business and Financial Reports
      Purchase Recommendations 2019-08, 2019-09, and 2019-10

   C. Personnel Items
      Personnel Changes

   D. Other

IX. Persons Requesting to Address the Board (3 minutes individual limit)

X. Reports and Recommendations

XI. Other Business

XII. Comments by Trustees/Superintendent

XIII. Closed Session (if needed)

XIV. Next Regular Board of Education Meeting: Thursday, January 24, 2019
President Patti Sholler-Barber called the dinner meeting to order at 5:30 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:
   - Policy 8:10: State-Mandated Abortion Assistance or Referral-Second Reading;
   - Policy 4.3: Graduation Requirements-Second Reading;
   - Middle and High School Curriculum Change Recommendations-Second Reading;
   - Lame Duck Legislative Session: Decertification Bill;
   - Lame Duck Legislative Session: Paid Release Time for Union Work;
   - Lame Duck Legislative Session: MPSERS Service Credit for Union Work;
   - Lame Duck Legislative Session: Public Innovative Districts;
   - Lame Duck Legislative Session: A-F Grading System; and
   - Articles.

   No action was taken on the aforementioned items.

2. Articles shared with Board members but not discussed given time constraints:
   - Holland Sentinel.com – Michigan continues to struggle with lack of substitute teachers;
   - The Detroit News – Wrong way to “launch” school reform;
   - The Detroit News.com – Senate GOP passes A-F grade system for Michigan schools despite superintendent objection;
   - GONGWER – Senate GOP Scrounges Up Votes For A-F Grading Bill;
   - Bridgemi.com – Michigan schools will be ranked A through F on different metrics if Gov. Rick Snyder signs a bill passed by the Senate Tuesday night; and
   - MLIVE – A-F school grading system passes Michigan Senate.

President Patti Sholler-Barber adjourned the meeting at 6:55 p.m.

Respectfully submitted,

Jennie Hill, Secretary
Board of Education
I. Call to Order  
President Patti Sholler-Barber called the December 20, 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 Woodward School for Technology and Research turnaround students Anthony Amey and Dominic Deere, Jr., fourth grade.

Also in attendance and introduced by Mr. Lee were The Woodward School for Technology and Research School Principal Frank Rocco and staff members Dana Calloway and Laura Marunde. The students’ parents and family members in the audience were also recognized.

V. Committee Reports  
Evaluation Committee - Trustee Hill, chair, stated that the committee had met on December 11 and had been joined by the Adult Education leader Kim Bell; Coordinator of Bilingual Education, English as a Second Language and World Languages Ramona Fletcher; Director of Secondary Education Johnny Edwards; Assistant Superintendent of Teaching and Learning Services Cindy Green; Director of Curriculum and Instruction Dr. Terina Harvey; and Fran Denny, head of the Kalamazoo Refugee Resource Collaborative. Ms. Denny shared thoughts and a brief report from the collaborative. Trustee Hill noted that KPS had 1,050 English language learners (ELL) in ten different schools:

- Arcadia Elementary School;
- El Sol Elementary School;
- Edison Environmental Science Academy;
- Woods Lake Elementary: A Magnet Center for the Arts;
- Lincoln International Studies School;
- Spring Valley Center for Exploration;
- Maple Street Magnet School for the Arts;
- The Milwood Magnet School: A Center for Math, Science, and Technology;
- Loy Norrix High School; and
- Kalamazoo Central High School

Trustee Hill stated that some staff in these buildings are bilingual and speak Spanish, Arabic, or French, the most frequently spoken non-English languages of our students. She explained that most refugees come to this country from refugee camps where they have not been working.
Trustee Hill noted that Ms. Denny’s program had 90 days to help acclimate these refugees, secure housing and jobs, and help them in registering their children for school.

Trustee Hill stated that the committee had also learned about the Panorama Education survey. She noted that this survey had been sent to the parents and guardians of the four high schools. She explained that there were 21 questions about the school environment, barriers to education, child care, and scheduling, with the goal of getting 10% of the people to take these surveys.

Trustee Hill stated the committee had also discussed setting up a community forum to establish family, school, and community conversations for effective, active, understanding of issues facing our students, and to provide a format for constructive offerings of suggestions by the community. She noted that this would be helpful in zeroing in on the needs of KPS students.

Teaching and Learning Council – President Sholler-Barber, representative, stated that the committee had met on December 13 and had discussed the 2018-19 innovative grant applications. She explained that teachers had come before the panel and had each had three minutes to make a presentation for their project. President Sholler-Barber shared that the presentations ranged from parenting, ESL students, virtual reality and how it can be an extension of teaching, yoga and how it could be an extension of restorative justice, digital media, book clubs, music literacy, mentoring, and being an author and/or a scientist. She noted that these staff members took the time beyond their work day to think of new things to do in their classrooms. President Sholler-Barber noted the presentations by staff members in these schools:

- El Sol Elementary School, Danelle Drake;
- Parkwood Upjohn Elementary School, Jamie McKinney;
- Winchell Elementary, Michael Hughes;
- Winchell Elementary, Mandy Clearwaters;
- Parkwood Upjohn Elementary School, Jennifer Smith;
- Prairie Ridge Elementary School, Chelsea Horn;
- Maple Street Magnet School for the Arts, Stephanie Hampton;
- Middle School Alternative Learning Program, Art Carlisle and Tamika Frison;
- Violapalooza for KPS Orchestra, Karin Code;
- Phoenix High School, Madison Freeman III and Mark Hill;
- Kalamazoo Central High School, Valerie Boggan and Ajamian Gardner;
- Kalamazoo Central High School, Matthew Douglas;
- Kalamazoo Central High School, Amy Jones;
- Adult Education, Kim Bell;
- Loy Norrix High School, Erin Rolfe;
- Loy Norrix High School, Kristin Antoniotti;
- Loy Norrix High School, Michael McCauley;
- Loy Norrix High School, Tisha Pankop and Brianna English;
- Loy Norrix High School, Sveri May, Jay Peterson, and Tristan Wheeler;
- Loy Norrix High School, Sveri May, Stacey Pruett, and Rocann Fleming; and
- Loy Norrix High School, Sveri May and Ryan Allen.

President Sholler-Barber stated that she had been inspired by all of the wonderful things KPS staff members were doing.

Curriculum Committee – Trustee McGlinn, chair, stated that the committee had met on December 17 and had received a report on summer school. She noted that the elementary summer school program had averaged 584 students this year. Trustee McGlinn explained that 31 KPS teachers
had served as elementary summer school teachers, academic coaches, and reading specialists. She noted that KPS had hired 20 new KPS teachers from the elementary summer school staff.

Trustee McGlinn stated that KPS had had many community partners at KPS summer school events and that summer activities had been wide-ranging:

- Community in Schools provided weekend food packs, the dental van, and mobile health units.
- Guest readers came for Bagels and Books open house.
- First Day Shoe Fund gave out 510 pairs of shoes.
- Kalamazoo Regional Educational Service Agency (KRESA) Education for Employment (EFE) program had mathematic and engineering concepts explored through small groups at both fourth grade summer school sites, and had donated supplies to KPS.
- The KPS Summer Learning Independent Reading Program (SLIRP) included all KPS students in rising grades three, four, five, and six. Each of these students received eight books sent home for summer reading.
- Open Libraries at Arcadia Elementary School, Edison Environmental Science Academy, Lincoln International Studies School, Spring Valley Center for Exploration, and Washington Writers’ Academy. 815 children visited the open libraries with 415 adults. 774 books were circulated at the open libraries.
- Fifth grade students attended the middle school program this past summer where 332 middle school students received school instruction.
- The high school summer school program included 506 students.

Trustee McGlinn shared that everyone on the curriculum committee had appreciated the summer school report.

Trustee McGlinn noted that the committee had also received a report on elementary science materials review and selections process. She stated that there had been a team looking at new materials and that the team hoped to pilot two programs January through March, with a recommendation to the board soon after. Trustee McGlinn noted there was also a similar process for the sixth grade English language arts curriculum, with teachers and administrators looking at materials and evaluating them. She explained that KPS would pilot two new sets of English language arts materials and make a recommendation to the board at the end of this year.

VI. **Correspondence**

Secretary Hill reviewed the correspondence received for the period of November 30 through December 20, 2018. (File #11.)

VII. **Consent Calendar**

President Sholler-Barber presented the Consent Calendar items: VII.A.1. November 29, 2018 Board Dinner Meeting Minutes; VII.A.2 November 29, 2018 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, 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.

Ashley Bergeon, 219 W. Cass St., Schoolcraft, introduced herself as the substance abuse task force coordinator with Prevention Works. She stated that she wanted to introduce the organization to the KPS board. Prevention Works is long-time partner of KPS and welcomes the possibility of a greater partnership. Ms. Bergeon noted that its focus was reducing youth use of marijuana, underage drinking, and tobacco. She stated that Prevention Works partners with schools including KPS using the Michigan Profile for Healthy Youth Survey, a needs assessments survey created by the Michigan Department of Education that measures youth risk behaviors. Ms. Bergeon noted that since 2010, the state had seen a decline in most substance abuse except for e-cigarettes.

Lola Amos, 211 Hemlock, Portage, introduced herself as the director of programs at Prevention Works. She stated that she worked directly with individuals and families. Ms. Amos noted that Prevention Works currently had relationships with Hillside Middle School, Northeastern Elementary School, Maple Street Magnet School for the Arts, and the Middle School Alternative Learning Program (ALP). She thanked KPS for its partnership and looked forward to strengthening the relationship.

IX. Reports and Recommendations

A. Policy 8.10 – State-Mandated Prohibition on Abortion Referral or Assistance - Second Reading

Dr. Rice explained that a state law passed in 2016 mandated a board policy on that law within three years of the law’s passage.

**MOTION:** It was moved by Trustee Greschak, supported by Trustee Hill, to approve the State-Mandated Prohibition on Abortion Referral or Assistance as presented.

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

B. Policy 4.3 – Graduation Requirements – Second Reading

**MOTION:** It was moved by Trustee Herschleb, supported by Trustee Harrison, to approve amendments to Policy 4.3 Graduation Requirements as presented.

**Disposition:** Roll call vote: motion carried, 7-yes, 0-no, 0-abstentions.
C. Middle and High School Course and Program Recommendations for 2019-20-Second Reading

Dr. Rice explained that this recommendation for 2019-20 included an expansion of robotics from Hillside Middle School and Linden Grove Middle School to Maple Street Magnet School for the Arts and Milwood Magnet School: A Center for Math, Science and Technology. He noted that this recommendation also included a number of technical changes to Early Middle College Programs, Education for Employment (EFE), and Education for the Arts (EFA) programs.

MOTION: It was moved by Trustee Hill, supported by Trustee Greschak, to approve the Middle and High School Course and Program Recommendations for 2019-20 as presented.

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

X. Other Business

None.

XI. Comments by Trustees

Trustee Herschleb shared that he had attended the First Tech Challenge State Championship on December 16 in Battle Creek. He noted that the Hillside Middle School robotics team had taken first place in the State Championship and would compete in April at the First Robotics World Championship in Detroit.

Trustee Herschleb stated that this would be his last Board of Education meeting of his six-year term. He shared that he had learned a lot over the past six years and would miss working with all of the board members. Trustee Herschleb shared that he planned to continue to support KPS.

Trustee McGlinn stated that she was very proud of the work that KPS had done over the years. She explained that being a board member was one of the most rewarding experiences of her life and that she would miss it. Trustee McGlinn reminded us that students are at the forefront of our work. She noted that each board member was passionate about the work and had proven that by their commitment by being present, listening and engaging. Trustee McGlinn stated that she appreciated her conversations with Trustee Harrison, that her view was very important to her, and thanked her. She noted that Trustee Herschleb shared his focus on policy work, school safety, neighborhood activism, and robotics, and thanked him. Trustee McGlinn shared that Trustee Hill was constantly reminding us of career readiness and making sure KPS students had a plan. She thanked her. She commented that Trustee Freedman was an educator of teachers and that her passion for that work had been appreciated. She thanked her. Trustee McGlinn shared that Trustee Greschak knew the importance of communication and speaking to everyone. She thanked him. Trustee McGlinn stated that President Sholler-Barber was a great leader and that she always went above and beyond when it came to working as a team. She noted that President Sholler-Barber was so visible and present in the community and thanked her. Trustee McGlinn shared that one of her favorite things to do was to watch how kids relate to Dr. Rice when she attended a school function with him. She noted that kids would run up and engage him in some way. Trustee McGlinn believed that this showed his passion for students, which he proves every hour of every day. She thanked him for his leadership.

Trustee McGlinn shared that there was no easy solution to improve education. She noted that it takes many different things to make education work. Trustee McGlinn appreciated that the board was constantly challenging the next thing they could do to improve education and that Dr. Rice had led that challenge. She thanked the administrators, teachers, support staff, and the Kalamazoo Promise for the amazing gift that gave KPS kids hope for a great future. Trustee McGlinn thanked
her family for their years of support and for never complaining about the time spent away from home. She thanked the students who motivate KPS to do the good work.

Trustee McGlinn stated that literacy is vast and so important to KPS students. She asked that KPS continue to engage students in literature that mirrors their lives, build culturally diverse libraries, get kids excited about what they learn, create project learning environments, send books home in the summer, and read.

Trustee Hill stated that she had attended the Career Quest at the Kalamazoo County Fairgrounds. She noted the following vendors and activities:

- Virtual welding;
- Roofing and shingling;
- Plumbing;
- Public safety;
- Building boats;
- Pfizer;
- Schupan & Sons;
- KALSEC;
- Western Michigan University;
- Graphic Packaging International;
- Stryker;
- Perrigo;
- Humphrey Products Company;
- Life EMS of Kalamazoo;
- Video computer; and
- Karaoke.

Trustee Hill thanked Deb Miller, Kalamazoo RESA Director of Education for Employment (EFE) for a very well-run program for KPS students.

Trustee Hill stated that she had attended and enjoyed both the Linden Grove Middle School holiday concert and the Maple Street Magnet School for the Arts choir concert. Trustee Hill also visited Spring Valley Center for Exploration and the Loy Norrix High School basketball game, which had been a lot of fun.

Trustee Hill thanked the three departing board members for their service. She noted that KPS was a large district with over 13,000 students, buildings, busses, teachers, administrators, and support staff. Trustee Hill stated that this had been a productive board that had worked well together as a team. She noted that it had been an honor to work with Trustee McGlinn, Trustee Herschleb, and Trustee Freedman.

Trustee Greschak thanked Trustee McGlinn, Trustee Herschleb, and Trustee Freedman for their work on the board. He wished them well.

Trustee Harrison stated that she had enjoyed working with all of the exiting board members. She appreciated the conversations with Trustee Herschleb about Washington Writers’ Academy, robotics, and making sure that KPS was on the right side of the safety of its students. Trustee Harrison shared that Trustee McGlinn had encouraged her to share her perspective and the importance of the work that she does. She thanked her. She noted that she had listened to Trustee Freedman and looked forward to moving the work Trustee Freedman had desired for the district in her own voice.
Trustee Harrison reminded everyone to be mindful as we celebrate the holidays as many KPS students have a lot of uncertainty during this time off from school. She looked forward to the new board members and to the expansion of the collaboration among the community, the district, the parents, and the staff.

Trustee Freedman stated that she had learned a great deal by being on the Board of Education and that she really appreciated everyone at the table. She noted that there was a lot of work to be done and that she believed the right people were in the right places to do the job.

President Sholler-Barber stated that the KPS Christmas programs had been wonderful. She echoed Trustee Harrison’s comments about being careful during this holiday season. President Sholler-Barber asked that we all help others have safe and secure holidays.

President Sholler-Barber stated that it had been a big year for KPS. She noted that KPS had passed a $96 million bond, which had included a scratch kitchen and a $40,000 starting salary for new teachers. President Sholler-Barber felt strongly that KPS continued to give students a solid foundation with people who care about them. She thanked the teachers who are there every day for all KPS students.

President Sholler-Barber thanked Trustee Freedman for her work on the board and shared that she had always welcomed her expertise. She thanked Trustee Herschleb for always stepping up for KPS and stated that it had been an honor to work with them both.

President Sholler-Barber shared that she didn’t know a fairer person than Trustee McGlinn. She noted her support for everyone on the board, her continued advocacy for literacy, and how she welcomed new ideas and kept them all focused. President Sholler-Barber thanked her for her work and stated that she would be missed.

Comments by the Superintendent
Dr. Rice thanked teachers and other staff members for their outstanding applications for the innovative grants. He also thanked Assistant Superintendent for Teaching and Learning Services Cindy Green for her leadership in the innovative grant process. Dr. Rice congratulated the Hillside Middle School robotics team on its state championship win and wished the team good luck at the First Robotics World Championship in Detroit this coming April. He stated that it was amazing to see how much robotics had grown in the state of Michigan as well as in our own community.

Dr. Rice thanked the departing board members. He presented Trustee McGlinn, Trustee Herschleb, and Trustee Freedman each with a book that was inspired by Trustee Freedman’s love of literature. Dr. Rice thanked Trustee Freedman for her two years of service and wished her good health and happiness in the next few years.

Dr. Rice stated that Trustee Herschleb was one of the first parents he had met when he came to the district. He noted that Trustee Herschleb had been a part of bond committees, the parent advisory council, the extended support network for Girls on the Run, and an advocate for district robotics. Dr. Rice stated that during Trustee Herschleb’s six-year tenure, KPS had passed two bonds, two enhancement millage renewals, and a special education operation millage, and had built a new Washington Writers’ Academy and a largely new Milwood Elementary School. He noted that Trustee Herschleb had been a great advocate for KPS and wished him good health, happiness, and much success.
Dr. Rice stated that in Trustee McGlinn’s ten and a half years on the Board of Education, she had been a champion for children’s literacy and an advocate for KPS programs and KPS children. Trustee McGlinn helped to communicate the complicated work of school districts, their finances, their legal constraints, their successes and their challenges to a broader community. Dr. Rice noted that during Trustee McGlinn’s tenure, KPS had passed three bonds and three enhancement millage renewals and had built three schools, the first new schools since new Kalamazoo Central in 1972. The district had redrawn middle and high school boundaries, increased student achievement in all academic areas, and increased district enrollment by more than 1,000 students. Dr. Rice shared that Trustee McGlinn had given wise counsel and had advocated strongly for KPS and its children. He wished her good health, happiness, and much success in the future.

Dr. Rice offered best wishes to Trustee McGlinn, Trustee Herschleb, and Trustee Freedman and hoped that they would continue to appreciate their work on the KPS board as the board continued to appreciate them for their service.

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

President Sholler-Barber did not call for a closed session and adjourned the meeting at 8:05 p.m.

**XII.** President Sholler-Barber announced a special meeting on Friday, December 21, at 5:30 p.m. in the board room of the Kalamazoo Public Schools Administration Building. She also announced the next regular Board of Education meeting date: Thursday, January 10, 2019 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 December 21, 2018 special Board of Education meeting to order at 5:30 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. Superintendent Dr. Michael Rice was also present.

IV. Discussion of Replacement of Dr. Lauren Freedman as Board Trustee
President Sholler-Barber asked board members if they had any thoughts regarding the vacancy created by the resignation of Dr. Lauren Freedman.

Trustee McGlinn stated that the board had appointed board members in different ways in the past. She noted that there had been an election this past November and it seemed to make sense to appoint Jason Morris, who was the runner-up in that election. Trustee McGlinn noted that having three new board members start at the same time would be a better transition for everyone.

Trustee Hill stated that she had been on the board a few years ago when there had been a large turn-over in members. She noted that it took a lot of energy to fill the positions and believed that appointing Jason Morris made the most sense.

Trustee Greschak asked if KPS had done its legal due diligence to assure that this was an approved process of appointing a new board member.

President Sholler-Barber stated that since the resignation of Trustee Freedman in November, KPS legal counsel had been consulted. She noted that, according to Michigan law and the KPS by-laws, the position just needed to be filled. There was no legally mandated process for filling the seat. President Sholler-Barber stated that the exiting board member cannot be a part of the selection team and that the selection had to be done after the resignation of the current board member. She noted that the selection needed to be made within thirty days of the effective date of the resignation.

President Sholler-Barber stated that since KPS had two new board members starting in January it seemed appropriate to appoint Jason Morris, for whom many voters had voted in November, and have him start at the same time with the other new board members.

Trustee Greschak moved to nominate Jason Morris to fill the vacant board position created by Dr. Lauren Freedman’s resignation, supported by Trustee Herschleb.

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

President Sholler-Barber did not call for a closed session, and adjourned the meeting at 5:50 p.m.

President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, January 10, 2019 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary,
on behalf of Jennie Hill,
Secretary, Board of Education
TO: Board of Trustees
FROM: Michael F. Rice, Ph.D., Superintendent
DATE: January 10, 2019
SUBJECT: Approval of the Attached Purchase Recommendations

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

RATIONALE: In general, purchases greater than $24,459 for materials, supplies, equipment, building construction, renovation, or repair are brought before the board for approval.

The attached purchase recommendation data sheets include all purchases that require approval at this time. Aspects of the purchase that are considered significant to the decision-making process are outlined on the data sheet.
Kalamazoo Public Schools

Purchase Recommendation Data Sheet

Board Meeting Date: January 10, 2019
Request Number: 2019-08
Amount: $285,000.00

Item: 13 ExacqVision Security Camera Servers

Cost Center: 2018 Bond

Cost Center Representative(s) attending Board meeting: Nathan McLaughlin

Description of Need:
This purchase is to replace the remaining servers for 1,100 security cameras throughout the district. Earlier this year, Kalamazoo Central High School was successfully upgraded to this new system. The performance, reliability, and ease of use of the new system is a huge improvement over our existing system. This new system permits growth if necessary.

Vendor: EPS Security
Kalamazoo, MI

Number of Proposals Requested: 3 Received: 2

Low Bid Accepted? Yes

Additional Information:
The 2018 bond included a system-wide budget for purchase and replacement of technology. This purchase is within the overall parameters of the budget.
KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: January 10, 2019
Request Number: 2019-09
Amount: $200,516.00

Item: Six Hewlett-Packard Proliant DL360 servers and Hewlett-Packard MSA 2052 Storage Area Network server hardware, configuration and installation labor.

Cost Center: 2018 Bond

Cost Center Representative(s) attending Board meeting: Nathan McLaughlin

Description of Need:
This purchase is for the replacement of network server and storage equipment. The existing server and storage hardware was purchased more than five years ago and no longer supports upgrades to the software that manage and run all of the district servers.

Vendor: Secant Technologies
Kalamazoo, MI

Number of Proposals Requested: 2  Received: 2

Low Bid Accepted? Yes

Additional Information:
The 2018 bond included a system-wide budget for purchase and replacement of technology. This purchase is within the overall parameters of the budget.
KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: January 10, 2019
Request Number: 2019-10
Amount: $28,040.00

Item: Network electronics replacement

Cost Center: 2018 Bond

Cost Center Representative(s) attending Board meeting: Nathan McLaughlin

Description of Need:
This purchase is for the replacement and upgrade of the networking equipment in the Community Education Center to provide faster and more reliable computer network communications and service.

Vendor: Presidio
Grand Rapid, MI

Number of Proposals Requested: 3  Received: 3

Low Bid Accepted? Yes

Additional Information:
The 2018 bond included a system-wide budget for purchase and replacement of technology. This purchase is within the overall parameters of the budget.
TO: Board of Trustees
FROM: Michael F. Rice, Ph.D., Superintendent
DATE: January 10, 2019
SUBJECT: Personnel Changes

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

I. Employment
   A. Professional/Management
      Emily O. Gibbons, ESL Teacher, Loy Norrix High School, 12/3/2018
      Amy L. Jones, ESL Teacher, Kalamazoo Central High School, 12/3/2018
      Derek H. Postma, Math Teacher, Kalamazoo Central High School, 1/7/2019
      Trista M. Straube, ELA Teacher, Linden Grove Middle School, 1/7/2019
   B. Classified
      Katreka M. Goins-Williams, Secretary, Human Resources, 12/26/2018

II. Promotions/Key Transfers
   A. Professional/Management
      Karen J. Jackson, from Executive Assistant Facilities Management to Executive Supervisor of Facilities Management, 1/11/2019
   B. Classified

III. Leaves of Absence
   A. Professional/Management

IV. Terminations
   A. Professional/Management
      Lorraine (Lorrie) Bechek, Psychologist, Dr. Martin Luther King, Jr. in Westwood Elementary School, Retiring 6/30/2019
      Karly J. Freeman, Kindergarten Teacher, Indian Prairie Elementary School, Resignation 1/18/2019
      Randy A. Rochester, 4th Grade Teacher, Winchell Elementary School, Retiring 6/14/2019
      Donna D. Ross, Teacher Consultant, Lincoln International Studies School, Retiring 6/14/2019
   B. Classified
V. Termination from Leave of Absence
   A. Professional/Management
   B. Classified

VI. Return from Leave of Absence
   A. Professional/Management
   B. Classified
January 15, 2019

MEETING ANNOUNCEMENT FOR THE
KALAMAZOO PUBLIC SCHOOLS BOARD OF EDUCATION

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KALAMAZOO PUBLIC SCHOOLS

Jennie Hill, Secretary
Board of Education

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- Please contact the Superintendent’s Office in advance of the meeting if auxiliary aids or services for individuals with disabilities are needed.

- Official minutes of Kalamazoo Public Schools Board of Education open meetings are available for inspection within eight working days of the meeting at the Superintendent’s Office, 1220 Howard Street, Kalamazoo, MI 49008.
KALAMAZOO PUBLIC SCHOOLS
Board of Education Meeting
1220 Howard Street
January 24, 2019 – 7:00 P.M.

A G E N D A

I. Call to Order

II. Pledge of Allegiance

III. Attendance

IV. Announcements and Recognitions

V. Committee Reports/School Reports

VI. Correspondence

VII. Consent Calendar Items
   A. Minutes
      January 10, 2019 Board Dinner Meeting Minutes
      January 10, 2019 Regular Meeting Minutes

   B. Business and Financial Reports
      Purchase Recommendation 2019-11, and 2019-12

   C. Personnel Items
      Personnel Changes

   D. Other

VIII. Persons Requesting to Address the Board (3 minutes individual limit)

IX. Reports and Recommendations

X. Other Business

XI. Comments by Trustees/Superintendent

XII. Closed Session (if needed)

XIII. Next Regular Board of Education Meeting: Thursday, February 7, 2019
President Patti Sholler-Barber called the dinner meeting to order at 5:50 p.m. in the Superintendent’s Conference Room of the Administration Building, 1220 Howard Street.

Board members present: Ken Greschak, TiAnna Harrison, Jennie Hill, Jermaine Jackson, Tandy Moore, Jason Morris, and Patti Sholler-Barber. Superintendent Dr. Michael Rice was also present.

1. Dinner meeting agenda items discussed:
   - Swearing in of new board members;
   - Election of board officers;
   - New A-F law;
   - Board presentation entitled “Hiring and Development of Teachers in an Era of Relative Teacher Shortage”; and
   - Articles.

No action was taken on the aforementioned items.

2. Articles shared with Board members:
   - WWMT.COM – Forward Focus: West Michigan employers look to fill trade jobs;
   - GONGWER – Senate GOP Scrounges Up Votes for A-F Grading Bill;
   - State of Michigan Department of Education – Michigan Department of Education opposes HB 5526;
   - Bridge – Michigan’s A-to-F school ratings on ice until attorney general weighs in;
   - Detroit News – Michigan education officials to seek legal opinion on A-F system; and
   - Education Week – Michigan Spent Two Years Crafting a New Accountability System. Then Republicans Scrapped It.

President Patti Sholler-Barber adjourned the meeting at 6:52 p.m.

Respectfully submitted,

Jennie Hill, Secretary
Board of Education
I. Call to Order
President Patti Sholler-Barber called the January 10, 2019 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, Jennie Hill, Jermaine Jackson, Tandy Moore, Jason Morris, and Patti Sholler-Barber. Superintendent Dr. Michael 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: Daniel Bell and Donovan Smith, first grade; Landon Rodriguez, second grade; and Bobby Palmore, fourth grade.

Also in attendance and introduced by Mr. Lee were Woods Lake Elementary: A Magnet Center for the Arts Principal Micole Dyson and staff Alex Miller, Ebony Byrd, Dawn Hosler, and Jenna Little. The students’ parents and family members in the audience were also recognized.

Swearing in of new board members
The ceremonial swearing-in of recently elected board trustees was conducted. Jermaine Jackson was sworn in by Matt Smith; Tandy Moore was sworn in by Elisheva Johnson; and Jason Morris was sworn in by his brother, Jermaine Morris. President Patti Sholler-Barber welcomed the new board trustees. Friends and family members in the audience were acknowledged.

V. Election of Officers
Dr. Rice asked for nominations for board president.

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

Board discussion: Nominations were closed without objection.

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

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.

President Sholler-Barber asked for nominations for board vice president.

Motion: It was moved by Trustee Harrison, supported by Trustee Moore, to elect Trustee Greschak as board vice president.

Board discussion: Nominations were closed without objection.
Disposition: Roll call vote: motion carried, 7-yes, 0-no.

President Sholler-Barber asked for nominations for board secretary.

Motion: It was moved by Trustee Harrison, supported by Trustee Jackson and Trustee Morris, to elect Trustee Hill as board secretary.

Board discussion: Nominations were closed without objection.

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

President Sholler-Barber asked for nominations for board treasurer.

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

Board discussion: Nominations were closed without objection.

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

2019 Board of Education officers
President – Patti Sholler-Barber
Vice President – Ken Greschak
Secretary – Jennie Hill
Treasurer – TiAnna Harrison

VI. Committee Reports/School Reports
President Sholler-Barber explained that committees had not met during winter recess and announced the schedule for upcoming committee meetings:

- The Evaluation/Accountability Committee would meet on January 14;
- The Curriculum Committee would meet on January 17;
- The Wellness Committee would meet on January 17;
- Communities in Schools of Kalamazoo would meet on January 18;
- The Operations Committee would meet on January 22;
- The Policy Committee would meet on January 22; and
- Teaching and Learning Council would meet on March 21.

VII. Correspondence
Secretary Hill reviewed the correspondence received for the period of December 21, 2018 through January 10, 2019. (File #12.)

VIII. Consent Calendar

Deputy Superintendent for Business, Communications and Operations Gary Start reviewed the purchase recommendations:
2019-08 in the amount of $285,000 from the 2018 bond for the purchase of 13 ExacqVision security camera servers to replace the remaining servers for 1,100 security cameras throughout the district;

2019-09 in the amount of $200,516 from the 2018 bond for the purchase of six Hewlett-Packard Proliant DL360 servers and Hewlett-Packard MSA 2052 storage area network server hardware for the replacement of network server and storage equipment; and

2019-10 in the amount of $28,040 for the purchase of network electronics for the replacement and upgrade of the networking equipment in the Community Education Center.

Deputy Superintendent Start stated that these purchases were extremely important. He explained that these systems were needed to operate security cameras and that the network server hardware was critical for the computers to work. Deputy Start noted that without the bond, these purchases would have had to come out of the general fund. He thanked all of the generous supporters.

MOTION: Implied to approve the Consent Calendar as presented.

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

IX. 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.

Jeremy Anderson, 627 Alecia Ave., Kalamazoo, introduced himself as a parent of a kindergarten student at Northeastern Elementary School. He noted that this was his fourth visit to the board. Mr. Anderson stated that he does not think this board was taking his child’s situation seriously. He reminded the board that his daughter had been crying and three staff members had used occupational therapy tools on his child without parental consent. Mr. Anderson requested that the behavior specialist and teacher be removed from the school so that his child could attend school without fear of this happening again.

Eric Breisach, 3637 North Field Trail, Kalamazoo, introduced himself as a former KPS board member. He stated that he had a letter from six former KPS board trustees that expressed their concern that the decision to appoint a new board member was made without the benefit of meaningful public notice, discussion, and input. He noted that public trust and accountability are vitally important to the success of the board and expressed his hope that the new board would keep public perception in mind.

Barb Miller, 2523 Winchell Ave., Kalamazoo, introduced herself as a former KPS board member. She stated that the decision to appoint a new board member was made by four board members
who were here today. Ms. Miller noted that the two newly elected board members were not a part of the selection for the vacancy. She also stated that the KPS policy prohibiting bullying applied only to KPS students and that she felt that it should apply to all KPS staff.

*Jeff Taylor, 2310 W. Washtenaw, Lansing,* introduced himself as a representative of the Michigan Regional Council of Carpenters. He noted that he had seen the article in MLive regarding students in trade apprenticeships. Mr. Taylor stated that he would like to arrange further discussion with the Board of Education in the hopes of providing apprenticeship opportunities to KPS students.

*Donny Anderson, 627 Alecia Ave, Kalamazoo,* introduced himself as a great uncle to a child at Northeastern Elementary School. He stated that a weighted vest and/or a weighted blanket was very heavy on a child. Mr. Anderson explained that a weighted blanket was used inappropriately during school on his great niece. He noted that any form of restraint put on someone who is hysterical can cause them to become violent. Mr. Anderson stated that the use of the vest and blanket on his great niece was excessive and that the staff at the school should have been trained on how and when to use them.

*Brenda Armisted, 627 Alecia Ave, Kalamazoo,* introduced herself as the grandmother of Mr. Anderson’s daughter. She stated that the behavior specialist and teacher are still at the school with her granddaughter and asked that both staff members be removed or transferred from the school.

X. Reports and Recommendations

**Hiring and Development of Teachers in an Era of Relative Teacher Shortage**

Assistant Superintendent of Human Resources Sheila Dorsey-Smith presented the following report:

**National Trends**

- Teaching is and has always been an honorable profession.
- In recent years, throughout our country and in Michigan, we have seen the teaching profession denigrated and devalued.

**Michigan Trends**

- For many years, Michigan was an exporter of teacher talent. Michigan trained more teachers than they could employ in the state.
- Recruiters from all over the country came to Michigan to offer teaching opportunities to newly graduated teachers.
- In recent years, Michigan colleges and universities have seen a sharp decline in enrollment in teacher education programs throughout the state.
- Enrollment in teacher preparation programs in Michigan has been decreasing:
  - 2013-14 enrollment was 11,287;
  - 2014-15 enrollment was 11,099; and
  - 2015-16 enrollment was 7,868.
- According to the Michigan Department of Education, the number of initial teaching certificates issued has also decreased:
  - In 2003-04, 9,964 teaching certificates were issued in the state; and
  - In 2017-18, 3,317 teaching certificates were issued, a two-thirds decrease in a 15-year period.
- In the 2010-11 school year, enrollment in the teacher education programs at the University of Michigan (Ann Arbor, Dearborn and Flint) was 1,349.
  - In the 2015-16 school year, enrollment was 843.
  - A decline of 506 students or 37.5%.
In the 2010-11 school year, enrollment in the teacher education program at Central Michigan University was 1,258.
  - In the 2015-16 school year, enrollment was 710.
  - A decrease of 548 students, or 43.6%.

In the 2010-11 school year, enrollment in the teacher education program at Eastern Michigan University was 2,329.
  - In the 2015-16 school year, enrollment was 1,196.
  - A decline of 1,133 students, or 48.6%.

In the 2010-11 school year, enrollment in the teacher education program at Michigan State University was 1,659.
  - In the 2015-16 school year, enrollment was 845.
  - A decline of 814 students, or 49.1%.

In the 2010-11 school year, enrollment in the teacher education program at Grand Valley State University was 751.
  - In the 2015-16 school year, enrollment was 243.
  - A decline of 508 students, or 67.6%.

In the 2010-11 school year, enrollment in the teacher education program at Western Michigan University was 1,549.
  - In the 2015-16 school year, enrollment was 481.
  - A decline of 1,068 students, or 68.9%.

In the 2010-11 school year, enrollment in the teacher education program at Wayne State University was 2,499.
  - In the 2015-16 school year, enrollment was 414.
  - A decline of 2,085 students, or 83.4%.

In the teaching profession, there are several hard-to-fill areas. Some of those areas are:
  - Math;
  - Science;
  - Special Education;
  - World Language;
  - Bilingual Education;
  - English as a Second Language (ESL);
  - Reading; and
  - Career and Technical Education.

Across the country and across the state of Michigan, there are too few minority teachers in the classroom and in the teacher pipeline.
  - KPS and all other districts are dependent upon the teacher pipeline.
  - Not only is the pipeline substantially smaller than a decade ago, it isn’t very diverse.

In 2017-18, 5.3% of the teacher education candidates of Western Michigan University, our major pipeline, were African American/multi-ethnic, compared to 13.1% of the KPS teaching staff who were African American/ multi-ethnic. Though the KPS percentage is significantly higher, neither is sufficient.

**KPS Practices**

- To address some of the shortage areas, KPS has partnered with WMU by creating specialized programs in the areas of English as a second language (ESL) and reading.
- KPS works very closely with WMU in the post-baccalaureate program for math and science.
KPS actively recruits throughout Michigan by attending job fairs at:

- Western Michigan University;
- Michigan State University;
- Central Michigan University;
- Eastern Michigan University;
- The University of Michigan;
- Grand Valley State University;
- Wayne State University; and
- Smaller colleges that are invited to these job fairs.

Teacher Hiring

- KPS attends job fairs in Indiana, Ohio, and Illinois.
- KPS visits student teacher seminar classes and speaks directly to student interns.
- KPS invites and supports student interns from universities that represent schools throughout the state.
- KPS works with online universities and allows students from these universities to intern in our schools.
- KPS is a member of Handshake, a collaborative of 85 colleges and universities that allows KPS to post to all member schools with one posting.
- KPS has the capability through Handshake to contact candidates with the specific endorsements for which it is searching.
- KPS partners with universities when there is an acute shortage to allow student teachers to assume leadership in their own classrooms within a highly structured student teaching placement.
- Four years ago, KPS started a KPS job fair.
- Last year, KPS added an additional job fair in March and a specialized job fair in April, with the focus on vacant positions and summer school.
- KPS posts with professional organizations to identify candidates with the specific endorsements and/or backgrounds they are seeking.
- KPS posts on internet job boards such as Monster, K12 Jobspot, Indeed, MLive, and the Michigan Department of Education job board with applicants from all over the world.
- KPS pays teachers for their experience.
- Many districts will require teachers to begin on the lowest rung of the salary schedule, in spite of their years of experience.
- Unlike many districts, KPS will pay teachers based on the number of years they have taught.
- This allows KPS to bring in experienced teachers that can better teach our students.
- KPS recently raised the starting salary for first year teachers to $40,000 from $36,185.
- At the same time, KPS increased the top of the salary schedule to $80,000 from $77,435.

Guest Teacher Hiring

- Substitute teachers are a part of the critical shortage list in Michigan and throughout the country.
There are many factors for the shortage:
- A good economy;
- Fewer certified teachers without positions; and
- Fewer students in teacher education programs.

In an effort to mitigate the guest teacher shortage in Michigan, legislation was passed that allowed retired teachers to work as guest teachers without affecting their pension. It wasn’t enough to fully address the guest teacher shortage.

Earlier this school year, the state legislature reduced from 90 credit hours to 60 credit hours the minimum required for substitute teaching in a further effort to mitigate the shortage.

**Teacher Development**

- For many years, KPS has encouraged existing staff that may want to enter the teaching profession.
- KPS provides up to $137.50 per credit hour for tuition reimbursement to paraprofessionals and secretaries. There is no limit on the amount of credits that we reimburse.
- KPS provides up to $4,600 lifetime tuition reimbursement for each teacher.

**Future Educators Program**

- A scholarship program for KPS students that attend WMU and major in teacher education.
- There are currently 11 scholars.
- KPS partners with WMU in the program by providing teacher education students with opportunities to observe in classrooms, work in summer school, student teach, and interview for teacher positions in the district.
- KPS is working to strengthen its teacher cadet program with its KRESA and WMU partners to encourage, guide, and mentor KPS secondary students into the teaching profession.
- KPS will be starting Young Educator Society (YES) clubs in high schools next school year.
- The clubs will expose students to the field of urban education and the specialized set of knowledge, skills, and dispositions required to be effective.
- KPS supports the development of teachers into district leaders.
  - For the past several years, KPS has run an Aspiring Administrators’ Academy for teachers that have a desire to enter administration.
  - KPS has adopted a strong mentoring program to augment its current mentoring program through the national New Teacher Center (NTC) that trains experienced teachers to provide instructional support to new teachers.
  - NTC is a nationally recognized training program that equips experienced teachers with the necessary skills to provide instructional support to new teachers.
  - KPS has trained Montessori teachers, Reading Recovery teachers, and special education teachers to fill shortage areas.
  - KPS has created and expanded subject area instructional coaches to work with teachers from a peer perspective.
  - KPS encourages teacher-led professional development through lead teachers and department heads.
  - KPS actively promotes from within.
Board discussion:
Trustee Harrison asked Ms. Dorsey-Smith to speak on the Marshall Plan for Talent and Development and how it would help in the career and technical education areas, which are difficult to fill.

Ms. Dorsey-Smith stated that KPS had existing programs in its schools, and that KPS needed to promote those programs to get more students involved.

Trustee Hill stated that KPS was partnering with Western Michigan University on career and technical education. She asked Ms. Dorsey-Smith if there were any plans to expand this program to appeal to more students.

Ms. Dorsey-Smith stated that KPS currently had a teacher cadet program at Loy Norrix High School. She noted that KPS was working with KRESA and WMU to expand and strengthen the program. Ms. Dorsey-Smith stated that KPS was also looking to have current KPS graduates in the WMU education program come back to the schools and help recruit KPS students into the WMU program.

Trustee Greschak expressed his appreciation that this was not a single point strategy, but a multi-faceted strategy. He noted that the teacher shortage was not just a KPS problem but a problem throughout the state and across the country. Trustee Greschak stated that KPS was focused on bringing the best possible teachers to the district. He agreed that there was a need to change the attitude towards the teaching profession.

President Sholler-Barber stated that she was concerned that the reduction of credit hours required to become a guest teacher would result in less qualified substitutes. She also noted that she believed that the state needed to develop programs that would give incentives to reward teachers for the work that they were doing.

President Sholler-Barber stated that she was really pleased with the idea of a YES program. She explained that she felt that the lack of respect for the teaching profession was a national problem. President Sholler-Barber shared that without a strong public education system, a country cannot have a strong culture. She thanked Ms. Dorsey-Smith for her presentation.

Dr. Rice stated that KPS had worked hard with its major pipeline partner, Western Michigan University (WMU), on a number of programs. He noted that KPS had been one of a handful of districts in the state to be part of the Woodrow Wilson Math and Science Fellowships, a program designed to train math and science teachers for urban districts, which was successful but very expensive. Dr. Rice explained that the funding had run out for the Woodrow Wilson Fellowship program. The scholarship program at WMU for 11 KPS students who major in teacher education has in part replaced the Woodrow Wilson program.

Dr. Rice thanked the Kalamazoo Education Association (KEA) and KEA President Amanda Miller for their work on the contract this past year. He also thanked Ms. Sheila Dorsey-Smith, Deputy Superintendent for Business Gary Start, Mr. Marshall Grate, board members and the partnership with the KEA. Dr. Rice noted that this contract had required a different form of thinking about compensation. He stated that $40,000, the KPS entry-level salary, was the highest in the county. Dr. Rice explained that other districts were on average almost $4,500 below the KPS entry-level salary. He also shared that KPS paid teachers for their experience and stated that many other districts did not.
Dr. Rice stated that the state funding of public schools was inadequate, given that six-sevenths of KPS funding was controlled by the state of Michigan. He shared that KPS was working on the improvement of its salary schedule, WMU partnerships and those with other universities, the Aspiring Administrators Academy, and job fairs. Dr. Rice noted that all of this work is constrained by laws within the state of Michigan and resources within the state of Michigan. Additionally, the work is dependent upon the promotion of public education and the field of teaching. He shared that this was the devaluation of the profession of which Ms. Dorsey-Smith had spoken. Dr. Rice noted that the work with the New Teacher Center would be led by Assistant Superintendent of Teaching and Learning Services Ms. Cindy Green, Director of Curriculum and Instruction Dr. Terina Harvey, and others within the TLS department. He explained that KPS was doing a number of things; however, help from the state of Michigan was needed to address the issue of teacher recruitment.

Trustee Moore stated that KPS was speaking of teacher pay and that state funding was a barrier to recruitment and retention of new teachers; however, KPS needed to address working conditions. She asked what KPS was doing to create policy to provide a better working environment for its teachers. Trustee Moore shared that teachers were very clear about wanting student discipline, support, and professional development. She stated that none of those things rely on state funding. Trustee Moore explained that KPS needed to look at these items to make teaching more attractive.

Dr. Rice explained that KPS had added three new social workers, two reading coaches, one math coach, one reading coach/interventionist, one math coach/interventionist, and a climate/culture coach in this year’s budget, and six mental health therapists through the State Mental Health Endowment Fund Grant with CIS and Family and Children’s Services. He noted that attracting and retaining teachers was not all about pay but that it was certainly about resources for both compensation and additional and necessary staff, and that the vast majority of resources for funding public schools come from the state.

XI. Other Business
None.

XII. Comments by Trustees
Trustee Jackson stated that he was happy to be a part of this school board and was thankful to the community and voters who had voted him into this position. He noted that he was looking forward to working with the board and Dr. Rice.

Trustee Hill welcomed the new board members.

President Sholler-Barber welcomed the new board members. She stated that the individuals that sit on the board take this job very seriously. President Sholler-Barber noted that the goal as a board was to support all KPS staff and to make sure that all KPS children achieve the best that they can to attain the best quality of life possible.

President Sholler-Barber noted that she had attended the Eastside choir concert and that it had been wonderful. She shared that there were many wonderful ball games, wrestling matches, and swim meets. President Sholler-Barber asked that the community support KPS students in athletics, concerts, plays, and other school events.
Comments by the Superintendent
Dr. Rice congratulated the three new board members and stated that he was looking forward to working with them.

XIII. Closed Session (if needed)
President Sholler-Barber did not call for a closed session and adjourned the meeting at 8:14 p.m.

XIV. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, January 24, 2019 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
TO:        Board of Trustees
FROM:      Michael F. Rice, Ph.D., Superintendent
DATE:      January 24, 2019
SUBJECT:   Approval of the Attached Purchase Recommendations

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

RATIONALE:  In general, purchases greater than $24,459 for materials, supplies,
equipment, building construction, renovation, or repair are brought before
the board for approval.

The attached purchase recommendation data sheets include all purchases
that require approval at this time. Aspects of the purchases that are
considered significant to the decision-making process are outlined on the
data sheets.
KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: January 24, 2019
Request Number: 2019-11
Amount: $1,085,451.00

Item: Nine 2020 International School Buses, 65-Passenger Capacity @ $83,986.00 each
Three 2020 International School Buses, Special Needs Lift Buses @ $109,859.00 each

Cost Center: 2018 Bond

Cost Center Representative(s) Attending Board Meeting: Terri Aman and Michael Champion

Description of Need:
Safety in school bus operations requires regular replacement of vehicles. We will be replacing buses that have passed their useful life in miles and years. Safety and mechanical systems of the units being retired have reached a point of diminishing returns.

We are replacing diesel buses with gasoline-powered buses. The new gasoline-powered buses are designed to make ownership more affordable and provide easier maintenance, a cleaner environment, and easier starting in the winter. The gasoline-powered buses provide similar power to diesel buses with quieter operation.

Vendor: Midwest Transit
Marshall, MI

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

Low Bid Accepted? N/A

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

This is the eighth year that KPS has participated in the group purchasing program. The program has grown since 1994 and includes all specifications KPS considers important when it “builds” its buses.

KPS submitted its specifications and received pricing from three conventional school bus vendors that participate in the MSBO bid. The buses being recommended for purchase were the lowest cost and the same manufacturer as the buses that KPS currently has in its fleet.
**Item:** Addition and Remodeling at Phoenix High School

**Cost Center:** 2018 Bond

**Cost Center Representative(s) Attending Board Meeting:** Karen Jackson

**Description of Need:**
As part of the 2018 bond, Phoenix High School will receive the following building improvements:

- Exterior projects include replacement of the loading dock, installation of a digital marquee, and outdoor seating in the cafeteria courtyard.
- Existing building improvements include the replacement of classroom casework and the heating, ventilation, and air conditioning (HVAC) system, air conditioning, the upgrading of the electrical service, the replacement of corridor flooring, and the installation of a generator and emergency lighting.
- The addition includes four classrooms, a gymnasium, locker rooms, restrooms, and restructured offices.

**Vendor:** See attached spreadsheet

**Number of Proposals Requested:** 183  **Received:** 43

**Low Bids Accepted?** Yes

**Additional Information:**

- **Budget:** $6,766,426.00
- **Bid Amount:** $6,369,952.00
- **Contingency:** $248,498.00
- **Under/(Over):** $147,976.00
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**TOTAL AMOUNT OF AWARD:** $6,369,952
TO: Board of Trustees  
FROM: Michael F. Rice, Ph.D., Superintendent  
DATE: January 24, 2019  
SUBJECT: Personnel Changes

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

I. Employment
   A. Professional/Management
      Edward B. Dickenson, Grade 2 Teacher, Greenwood Elementary School, 1/28/2019
   B. Classified
      Lori J. Robson, Licensed Practical Nurse (LPN), Student Services, 1/7/2019
      Andrea N. Russell, Special Education Paraprofessional, The Woodward School for Technology and Research, 1/9/2019

II. Promotions/Key Transfers
   A. Professional/Management
   B. Classified
      Magnolia E. Little, from School Secretary, Milwood Elementary School, to School Secretary, Maple Street Magnet School for the Arts, 1/21/2019

III. Leaves of Absence
   A. Professional/Management

IV. Terminations
   A. Professional/Management
      Nancy Curry, Grade 1 Teacher, Lincoln International Studies School, Retirement, 6/30/2019
      Kyla R. Marshall, Kindergarten Teacher, Spring Valley Center for Exploration, Resignation 1/25/2019
      Gregory L. Socha, Principal, Arcadia Elementary School, Retirement, 6/30/2019
   B. Classified
      William B. Logan, Paraprofessional, Loy Norrix High School, Retiring, 9/1/2019
V. Termination from Leave of Absence
   A. Professional/Management
   B. Classified

VI. Return from Leave of Absence
   A. Professional/Management
   B. Classified
TO:    Board of Trustees
FROM:  Michael F. Rice, Ph.D., Superintendent
DATE:  January 24, 2019
SUBJECT: Kalamazoo Youth Mobility Fund Partnership

RECOMMENDATION:  It is recommended that the Board approve district participation in a new “Kalamazoo Youth Mobility Fund” partnership. It is further recommended that the Board authorize the superintendent, or deputy superintendent for business, to execute the applicable documents.

RATIONALE: The proposed partnership would include the City of Kalamazoo, Kalamazoo Public Schools, Kalamazoo Metro Transit, and the Kalamazoo Public Library. Once approved by the partners, it would create free public transportation for Kalamazoo Public School high school students beginning with the 2019-20 school year.

Under this arrangement, new school IDs would be distributed to all Kalamazoo Public Schools high school students for the 2019-20 school year. Through use of these IDs, any Kalamazoo Public School high school student with a valid ID would be able to board a Metro bus anywhere in the system, tap the ID on the farebox scanner, and ride an unlimited number of times for free during the year. Fares would be paid by the Youth Mobility Fund through the Foundation for Excellence.

This partnership would help to remove barriers to educational, employment, social and cultural opportunities for our students.

The IDs would also be used as library cards for the existing OneCard partnership with the Kalamazoo Public Library.
February 1, 2019

MEETING ANNOUNCEMENT FOR THE
KALAMAZOO PUBLIC SCHOOLS BOARD OF EDUCATION

A regular meeting of the Board of Education of the Kalamazoo Public Schools will be held on Thursday, February 7, 2019 at 7:00 p.m. in the Board Room of the Administration Building, 1220 Howard Street, Kalamazoo, MI 49008.

KALAMAZOO PUBLIC SCHOOLS

Jennie Hill, Secretary
Board of Education

The Board of Trustees, Superintendent and senior staff will have an informational meeting at 6:00 p.m. in the Superintendent’s office area, and will also discuss any matters that may come before the Board.

❖ Please contact the Superintendent’s Office in advance of the meeting if auxiliary aids or services for individuals with disabilities are needed.

❖ Official minutes of Kalamazoo Public Schools Board of Education open meetings are available for inspection within eight working days of the meeting at the Superintendent’s Office, 1220 Howard Street, Kalamazoo, MI 49008.
KALAMAZOO PUBLIC SCHOOLS
Board of Education Meeting
1220 Howard Street
February 7, 2019 – 7:00 P.M.

AGENDA

I. Call to Order

II. Pledge of Allegiance

III. Attendance

IV. Announcements and Recognitions

V. Committee Reports/School Reports

VI. Correspondence

VII. Consent Calendar Items
   A. Minutes
      January 24, 2019 Board Dinner Meeting Minutes
      January 24, 2019 Regular Meeting Minutes
      January 24, 2019 Closed Session Minutes
   
   B. Business and Financial Reports
      Purchase Recommendation 2019-13, and 2019-14
   
   C. Personnel Items
      Personnel Changes
   
   D. Other

VIII. Persons Requesting to Address the Board (3 minutes individual limit)

IX. Reports and Recommendations
    Michigan School Finance Adequacy Studies, 2016-2019

X. Other Business

XI. Comments by Trustees/Superintendent

XII. Closed Session (if needed)

XIII. Next Regular Board of Education Meeting: Thursday, February 28, 2019
President Patti Sholler-Barber called the dinner meeting to order at 5:56 p.m. in the Superintendent’s Conference Room of the Administration Building, 1220 Howard Street.

Board members present: Ken Greschak, TiAnna Harrison, Jennie Hill, Jermaine Jackson, Tandy Moore, Jason Morris, and Patti Sholler-Barber. Superintendent Dr. Michael Rice was also present.

1. Dinner meeting agenda items discussed:
   - Phoenix capital project recommendation;
   - Metro Transit recommendation;
   - Revenue-estimating conference/school aid update;
   - Student behaviors and supports board presentation;
   - Articles; and
   - Closed session.

   No action was taken on the aforementioned items.

2. Articles shared with Board members:
   - GONGWER – Study: State’s K-12 Funding Growth Slowest in Nation;
   - Detroit News – MSU: Michigan “dead last” in funding growth for K-12 schools;
   - Chalkbeat – Could Michigan’s new A-F law cost the state federal funding;
   - State of Michigan Department of Education – Statewide A-F School Accountability System; and
   - Education Week – How the Shutdown is Starting to Impact Schools.

President Patti Sholler-Barber adjourned the meeting at 6:58 p.m.

Respectfully submitted,

Jennie Hill, Secretary
Board of Education
I. **Call to Order**
President Patti Sholler-Barber called the January 24, 2019 regular Board of Education meeting to order at 7:05 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

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

III. **Attendance**
Board members present: Ken Greschak, TiAnna Harrison, Jennie Hill, Jermaine Jackson, Tandy Moore, Jason Morris, and Patti Sholler-Barber. Superintendent Dr. Michael Rice was also present.

IV. **Announcements and Recognitions**
Executive Director of Communications Alex Lee presented Indian Prairie Elementary School turnaround students: Emery Birdsall (unable to attend) and Irwin Oberle, first grade; Maya Mandwee (unable to attend), second grade; and Robert Lofton Jr., third grade.

Also in attendance and introduced by Mr. Lee were Indian Prairie Elementary School Principal Kelly Corrigan and staff member Jessica Maxim. The students’ parents and family members in the audience were also recognized.

V. **Committee Reports**

- **Evaluation/Accountability Committee** – *Trustee Hill, chair*, stated that the committee had met on January 14 and had received an evaluation report from Assistant Superintendent of Teaching and Learning Services Cindy Green and Director of School Improvement, Title I and Assessments Geoffrey Howe. She noted that Ms. Green and Mr. Howe had discussed the New Teacher Center, with which we are partnering to improve teacher education by pairing new teachers, or new-to-the-district teachers, with a veteran teacher/mentor that had gone through the New Teacher Center program classes. Trustee Hill explained that the district was working with the Kalamazoo Education Association (KEA) and administrators to identify 60 seasoned teachers to be mentors. She noted that this program would build relationships, help retain teachers, and improve teacher comfort in their classrooms. Trustee Hill stated that the committee had also received some information on the Panorama Education survey that had been sent to parents and guardians of KPS high school students in December. She noted that approximately 700 parents (21 percent) had taken the survey and that the high schools would receive the results in the near future.

- **Curriculum Committee** – *President Sholler-Barber, chair*, stated that the committee had met on January 17 and had discussed the effort to identify and recommend new sixth grade English language arts material.

Assistant Superintendent Cindy Green noted that KPS was in the process of looking at new English language arts resources to use in sixth grade. She explained that the process had involved having teachers on committees to research different materials and resources that could be used, and then selecting two sets of materials that would be piloted in classrooms in early February.
President Sholler-Barber stated that the pilot programs would be in two schools; however, the resources for the pilots would be in all KPS middle schools. She shared how impressed she was with these programs and the ways to evaluate them: reading levels, diversity, cultural bias, grammar, and assessments.

President Sholler-Barber stated that the math and science coordinator, Matt Johnson, had also given the committee a report on the K-5 science materials that were being explored.

Assistant Superintendent Cindy Green stated that KPS had not had a new science curriculum in a number of years. She explained that KPS was focused on the Next Generation Science Standards, with curriculum and resources for all elementary schools.

President Sholler-Barber stated that this program would be piloted in ten schools with resources available to all schools. She explained that the program was very comprehensive and that the selection aligned with KPS standards. President Sholler-Barber noted that the program included readability, project-based learning, career awareness, arguing from evidence, and role playing.

President Sholler-Barber stated that the committee had had a discussion on the proposed summer school services. She noted that teachers were involved in this discussion and that KPS planned to begin summer school after July 4.

Assistant Superintendent Cindy Green stated that KPS planned to continue open summer libraries at Arcadia Elementary School, Edison Environmental Science Academy, Lincoln International Studies School, Dr. Martin Luther King Jr. in Westwood Elementary School, and Parkwood Upjohn Elementary School. She noted that they would be open twice a week for two hours and that children could participate in a book club to encourage summer reading. Ms. Green also shared that KPS would continue its summer literacy independent reading program, in which eight books are sent home to rising third, fourth, fifth, and sixth grade students to encourage summer reading.

Wellness Committee – Ken Greschack, representative, stated that the committee had met on January 17 and had discussed an update on the HealthyWage district versus district challenge, which would run for 12 weeks across the country, with the top team in the challenge winning $10,000. He noted that there were sixteen KPS employees signed up in different categories to lose weight, exercise more, and be fit. Trustee Greschak stated that the committee had also talked about goal setting for its wellness procedures. He noted that those goals would be something that the committee would work towards and measure on an annual basis. Trustee Greschak explained that KPS was educating its kindergarten students on hand washing with some glow-in-the-dark soap, as well as teaching teachers that using hand sanitizer does not replace, or work as well, as soap and water.

Communities in Schools of Kalamazoo (CIS) – President Sholler-Barber, representative, stated that the CIS board had met on January 18 and had discussed how important Communities in Schools of Kalamazoo (CIS) was to KPS and how it extends the learning day. She explained that over 9,000 KPS students have barriers to learning and that CIS focuses on elimination of these barriers, and provision of a place of well-being, safety and security. President Sholler-Barber shared that CIS has a big annual event on May 15 called CHAMPs. She explained that, at this event, CIS singles out and recognizes volunteers in the community and schools, as well as KPS staff.
President Sholler-Barber shared that the CIS board had received reports from its finance, program and evaluation, and development committees, and had reviewed a draft of implementation of strategy and planning. She noted that CIS was very involved in implementing evidence-based strategies. President Sholler-Barber stated that CIS had presented how this model works and it is funded. She explained that half of CIS funding comes from 21st century after-school grants.

Dr. Rice shared that the federal 21st century grants were for five years and that KPS was currently in the fifth of five years. He noted that these grants supported after-school programs at 15 KPS schools, eleven elementary and four secondary schools. Dr. Rice stated that the grants originally totaled $1.5 million a year for five years and now totaled $1.25 million per year. He shared that CIS serves approximately 75 students a school in each of the fifteen schools. Dr. Rice stated that KPS was planning to reapply for these grants for the same schools. He noted that KPS partnered with CIS and a number of external partners on these grants. Dr. Rice explained that these grants provided almost half of the CIS budget.

**Operations Committee** – Ken Greschak, chair, stated that the committee had met on January 22 and had discussed a metro transit proposal, a partnership with the City of Kalamazoo and Metro Transit, to provide free, unlimited metro transit transportation for all KPS high school students using their school IDs. He noted that, if approved, the partnership would become effective in the 2019-20 school year at no cost to KPS. Trustee Greschak explained that this program would provide KPS high school students better access to extracurricular school events, and better transportation to and from jobs.

Trustee Greschak shared that the committee had begun to look at next year’s budget. He noted that Governor Whitmer was putting together her new budget. He stated that during the lame-duck session, money was diverted from the School Aid Fund to repair Michigan roads, which would definitely affect KPS and other Michigan school district budgets.

Trustee Greschak stated that the committee had also looked at topics for consideration this coming year such as: branding, marketing, the Edison Environmental Science Academy project, transportation, and nutrition.

**Policy Committee** – TiAnna Harrison, chair, stated that the committee had met on January 22 and had discussed the committee’s purpose, Policy 4.10 Homeless Student Education, and Policy 3.10 Tobacco, Drug, and Alcohol Use, both of which the previous Policy Committee had slated to review in the coming months. She noted that in addition to these policies, the committee would be reviewing the following policies in the next several months:

- Policy 3.8 Safety and Crisis Management;
- Policy 5.7 Suspension, Exclusion, Expulsion, and Permanent Expulsion; and
- Policy 5.8 Prohibition of Bullying.

Trustee Harrison stated that the committee would also be discussing restorative justice practices.

President Sholler-Barber announced the committee memberships for 2019:

- **Operations Committee**
  Ken Greschak, Chair
  Patti Sholler-Barber
  Jason Morris
VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of January 11 through January 24, 2019. (File #13.)

VII. Consent Calendar

Deputy Superintendent for Business, Communications and Operations Gary Start reviewed the purchase recommendations:
- 2019-11 in the amount of $1,085,451 from the 2018 bond for the purchase of nine 2020 International School Buses at $83,986 each and three 2020 International School Buses, special needs lift buses @ $109,859 each.
- 2019-12 in the amount of $6,618,450 from the 2018 bond for building improvements at Phoenix High School, which would include:
  - Replacement of the loading dock, installation of a digital marquee and outdoor seating in the cafeteria courtyard;
  - Replacement of classroom casework and heating, ventilation, and air conditioning (HVAC) system, upgrade of electrical service, replacement of corridor flooring, and installation of a generator and emergency lighting; and
  - Four classrooms, a gymnasium, locker rooms, restrooms, and restructured offices.

President Sholler-Barber stated how important bonds were to KPS schools. She thanked the voters for supporting the May 2018 bond.

Deputy Superintendent Start noted that safety in school bus operations requires regular replacement of vehicles and that KPS was replacing buses that had passed their useful life in
miles and years. He noted that, without the bond, $1,085,451 would have had to come directly out of the district’s general fund, which would decrease what KPS could do operationally for students. Mr. Start stated that the Phoenix project would not be possible without bond money and that Phoenix High School would have had to go without the capital improvements.

Mr. Start explained that the general fund was the KPS operating budget from which KPS paid salaries, compensation, and benefits, which are approximately 85% of the budget. He noted that without the bond money, KPS would have had to cut what they do with the general budget. Mr. Start shared that bond money cannot be used for salaries, supplies, operating costs, and utilities. He noted that bond money could only be used for buildings and equipment.

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

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

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

None.

**IX. Reports and Recommendations**

**Kalamazoo Youth Mobility Fund Partnership**

Deputy Superintendent for Business, Communications and Operations Gary Start read the recommendation for the Kalamazoo Youth Mobility Fund Partnership:

> It is recommended that the Board approve district participation in a new “Kalamazoo Youth Mobility Fund” partnership. It is further recommended that the Board authorize the superintendent, or deputy superintendent for business, to execute the applicable documents.

> The proposed partnership would include the City of Kalamazoo, Kalamazoo Public Schools, Kalamazoo Metro Transit, and the Kalamazoo Public Library. Once approved by the partners, it would create free public transportation for Kalamazoo Public School high school students beginning with the 2019-20 school year.

> Under this arrangement, new school IDs would be distributed to all Kalamazoo Public Schools high school students for the 2019-20 school year. Through use of these IDs, any Kalamazoo Public School high school student with a valid ID would be able to board a Metro bus anywhere in the system, tap the ID on the farebox scanner, and ride an unlimited number of times for free during the year. Fares would be paid by the Youth Mobility Fund through the Foundation for Excellence.

> This partnership would help to remove barriers to educational, employment, social and cultural opportunities for our students.

> The IDs would also be used as library cards for the existing OneCard partnership with the Kalamazoo Public Library.

**MOTION:** It was moved by Trustee Hill, supported by Trustee Harrison, to approve participation in the Kalamazoo Youth Mobility Fund Partnership.
Disposition: Roll call vote: motion carried, 7-yes, 0-no.

Discussion:
Trustee Hill stated that this new partnership would be great for KPS students who participate in after-school sports and activities and often need rides home. She explained that students would now have more opportunity to be able to work on the weekends, and go to movies, the mall, and the library. Trustee Hill stated that she thought that this partnership was going to be wonderful.

Trustee Jackson stated that he had attended South Junior High, currently Maple Street Magnet School for the Arts, and recalled having to stay after school for projects and having to walk home to the eastside of Kalamazoo. He noted that students in that same situation today would greatly appreciate this partnership.

President Sholler-Barber thanked the City of Kalamazoo, Kalamazoo Metro Transit, and the Kalamazoo Public Library for helping to remove this transportation barrier for KPS students, who will now be able to attend more frequently after-school activities, community events, or the library. She noted that this partnership would enlarge KPS students’ world and help students to feel more confident and secure.

Student Behavior and Supports
Director of Student Services Nkenge Bergan and Director of Special Education Reuquiyah Saunders presented the following report on student behavior and supports:

Who We Are. KPS is:
- 38.3% African American:
- 36.3% white;
- 13.1% Latino;
- 10.5% multiethnic;
- 1.5% Asian American; and
- 0.3% Native American.
- KPS has 1,058 English language learners.
- KPS has 1,596 special needs students.
- KPS is 71% free or reduced-price lunch eligible.
- KPS is the largest, most diverse district in southwest Michigan, the second largest and the most diverse district on the west side of the state.
- KPS does not simply tolerate its diversity. KPS appreciates and values its diversity, and views it as part of its richness.

Student Behaviors
- Across the district, the state, and the country, the vast majority of student behavior is developmentally appropriate.
- There are some student behaviors that are particularly challenging for students and staff such as:
  - Defiance of school personnel;
  - Repeated disruptive behavior;
  - Inappropriate physical contact; and
  - Fighting.
Student Behaviors:
- Tier 1 – Classroom-managed incidents - 80-90%;
- Tier 2 – Incidents that require the support of a behavior specialist and/or a counselor; a brief disruption to the learning environment or repeated and extreme category Tier 1 incidents - 5-10%; and
- Tier 3 – Incidents that may be illegal and/or cause a more substantial disruption to the learning environment; often incidents that threaten the safety and security of the classroom or the school - 1-5%.

Incidents and responses are often based on individual opinion and/or perception.

Students with special needs or special challenges and discipline:
- Students with an IEP or a Section 504 plan have additional legal protections that extend to consequences for behaviors; and
- The discipline process for students with special needs requires review and consideration of additional information.

Addressing Challenging Behaviors:
- The vast majority of KPS students don’t get suspended and respond well to school-wide interventions. However,
  - 2,447 students were suspended at least one day last school year.

Long-Term suspensions:
- Exclusions are suspensions of 11 to 179 days; and
- Expulsions are suspensions of 180 days or more.

Behavior Supports
- There are varied typical and challenging behaviors. There are also different supports to address behaviors.
  - Tier 1 Support:
    - Core behavior instruction for all students, in all settings, with some differentiation needed for some students.
  - Tier 2 Support:
    - Focused, targeted instruction/intervention and supplemental supports in addition and aligned with the core behavior curriculum and instruction.
    - Tier 2 may also be supported by behavior specialists, specific behavior plans for students, clinical social workers, and community support.
• Tier 3 Support:
  • Tier 3 supports are provided to students with the greatest need for specific attention.
  • Parent collaboration and collaboration with community resources and providers are essential.
• Tier 2 and Tier 3 Support:
  • During the 2018-2019 school year, KPS hired three new licensed clinical social workers to provide socioemotional support to students who may need Tier 2 and Tier 3 support.
  • Resources are limited to support the students that may need Tier 2 and Tier 3 support in our schools on a daily basis.

**Supporting Behavior in Schools**
There are various tiered interventions used within the schools to respond to student behaviors:
• Positive behavior supports-school-wide initiatives – Tier 1;
• Behavior plans – individually based support – Tier 2; and
• Safety plans – individual plans based on more intense needs – Tier 3.

**Supporting Behavior – All tiers:**
• Peer Mediation – one-on-one conversations with the assistance of a trained mediator;
• Peace Circles – small group mediation with the support of a trained mediator; and
• Mentoring – one-to-four or one-to-five setting.

**Professional Development for those who support students**
Voluntary professional development opportunities are offered to help staff meet the needs of our students and families:
• Restorative practices;
• Culturally responsive education;
• Classroom management;
• CHAMPS;
• Dealing with difficult students;
• Responding to bullying; and
• Trauma-informed/Adverse Childhood Experiences (ACEs) training.

**Trauma–Informed Care/ACEs Training**
Over the last two school years, KPS has offered Adverse Childhood Experiences (ACEs) training to staff and interested community members. This training, along with the film *Resilience*, highlights the toll that stress and toxic stress have on the brain and the body and the need to encourage a self-healing community.

KPS continues to provide trauma-informed care and ACEs information to members of the KPS community through voluntary professional development opportunities.

**Gryphon Place Services:**
• Conflict resolution;
• Peer mediation;
- Peace circles; and
- Suicide prevention.

**Restorative Practices:**
- Over the last two school years, we have added more restorative practices in KPS schools as an intentional step in the discipline process. This change has allowed more students to remain in school more often and learn resolution skills.
- Restorative practices can range from daily class meetings to mediations/conflict resolution meetings.
- Gryphon Place has assisted our staff in learning restorative practices that are meaningful and support student learning to resolve differences and to consider the perspective of the other person.

**Culturally Responsive Education:**
- Over the past four school years, KPS has been committed to providing district professional development in this area.
- KPS staff have been asked to explore best practices and strategies to support students in a diverse culture and climate.

**Culture and Climate Initiatives:**
- Multi-tiered systems of support (MTSS)/foundations training;
- Mentoring of boys and girls;
- Capturing Kids’ Hearts;
- High School Link Crew;
- Middle School WEB (Where Everybody Belongs); and
- Department of Health and Human Services (DHHS):
  - Pathways to Potential –This program provides a staff member in each of five of our elementary schools focused on removing barriers that may affect regular school attendance.

**Related Community Partners**
- Kalamazoo Community Mental Health and Substance Abuse Services is a huge partner with the KPS district:
  - Three district liaisons who connect students and families with needed community mental health resources.
- Communities in Schools of Kalamazoo have:
  - Staff on-site in 20 locations; and
  - Six mental health therapists in schools in collaboration with Family and Children’s Services, with the help of the Michigan Health Endowment Fund.
- Family and Children’s Services
- Family Health Center:
  - Mobile Health Unit; and
  - Mobile Dental Unit.
- Mobile Crisis
- Faith-Based Community
- Kalamazoo Health and Community Services
- Elizabeth Upjohn Healing Center
- KRESA, and many more.
School Culture and Climate: Everybody’s Job
School culture and climate depend on the active engagement of every member of the school community.

Together We Achieve More for All
Every day, KPS works to provide a safe, nurturing learning environment for every student. KPS develops plans, provides supports, and learns from its efforts to increase the opportunities that every young person has to be successful in Kalamazoo Public Schools.

Board discussion:
Trustee Moore stated that she would like a fuller picture of what is going on with the reduction of suspensions and elimination of expulsions. She noted that on the surface this report appeared to be very positive; however, the experiences of KPS teachers and staff does not reflect this picture. Trustee Moore stated that KPS needed to look into restorative practices and be clearer on the limited scope of the programs that currently exist within KPS. She explained that these programs are effective when we can get to the students; however, they are not available to every student in every building when they are needed. Trustee Moore stated that as a community there had been an increasing understanding of restorative practices and restorative justice.

Dr. Rice stated that he appreciated Trustee Moore’s support of restorative practices and restorative justice and that it was an important direction that KPS had taken in the last few years. He noted that the state had encouraged Michigan districts in this direction. Dr. Rice stated that Trustee Moore had mentioned a decline in suspensions, exclusions, and expulsions. He explained that he wanted to be clear about what had declined. The combined number of students excluded or expelled (i.e., students with suspensions more than ten days) had declined. The number of students suspended at least one day had not. The number of students suspended last year was 2,447, as noted in the report.

Trustee Greschak stated that he wanted to commend the effort that KPS was making with 13,000 students and 10,000 families. He noted how difficult a job this was for teachers and staff with so many KPS students coming to school not in the right state of mind to learn, mostly due to trauma and stress in their home lives. Trustee Greschak explained that KPS statistics indicated that KPS was moving in the right direction on this issue. He noted that KPS students were not getting swept up in a system; they were being treated individually.

Ms. Bergan stated that the key to restorative practice was that everyone had to be on board. She noted that what they had learned as KPS implemented this program was that it was a paradigm shift for students, who were used to consequences administered and the issue being considered done. Ms. Bergan stated that restorative practice speaks to the individual. Plans are developed and conversations are had. She noted that it may take up to five years to see the whole picture and effect of this program.

Trustee Greschak stated that restorative practice was a negotiation, conflict management, learning how to listen, how to communicate, and how to see other people’s views. He noted that those negotiations would take a lot of time, energy, and resources. Trustee Greschak stated that he appreciates what KPS was trying to do. It takes time, and it’s a process.

Ms. Saunders stated that there are a lot of other factors going on with KPS children and that it was our job to change the paradigm. She noted feeding children and making sure that our children are safe; however, some children come to school with other unique and specific issues. Ms. Saunders stated that KPS had a responsibility to them as well with limited resources.
Trustee Hill stated that she had been on the board since 2011 and realized that she had not been getting the phone calls to sit in on reinstatements hearings any more. She noted that these hearings had really gone down in number. Trustee Hill shared that each principal and staff know their school and population and what programs would work best for them. She asked if there were examples of different school-wide programs with which KPS schools were having success.

Ms. Bergan stated that The Woodward School for Technology and Research was successful with Capturing Kids Hearts, a Tier 1 program where staff had agreed upon classroom standards, classroom contracts, and the opportunity to give kindness notes throughout the week. She noted that other buildings have different Positive Behavior Intervention Support programs where kids may earn incentives. Ms. Bergan stated that Northeastern Elementary holds morning meetings where staff start the day by pulling kids together and checking in with them. She noted that not only was that a culture/climate piece, but that it was also a restorative practice piece, to help children to feel safe as they come into the school building.

Trustee Hill stated that this practice speaks to building a relationship with an adult in the community and in the school. She noted how this would improve student outcomes.

Trustee Jackson saw an ACEs presentation and was very impressed with the study and its results. He noted that it had been well thought out and seemed to be very effective with recovering students. He asked if this was offered to the staff and if it was a voluntary training.

Ms. Bergan stated that the ACEs training was a voluntary professional development and was open to any and all staff that wanted to attend. She noted that it was held after school so that there was no need for substitute teachers.

Trustee Jackson stated that he would like to see ACEs professional development be mandatory as he believed all staff would benefit from the training. He noted that he had read about a district stating that if a student had had contact with Public Safety after school hours, the police would call the school and let the school know what had happened. Trustee Jackson stated that the staff would understand what the student was dealing with when he arrived at school and be better prepared to work with the student.

Trustee Harrison stated that in support of what other trustees had said, she thanked Ms. Bergan and Ms. Saunders for the work that they have done. She noted that they had spoken of a paradigm shift and asked what the community could do to support KPS in this shift.

Ms. Bergan stated that getting more information around trauma and adverse childhood experiences would be helpful. She added that engaging in the dialogue when a situation occurs, having the conversation with their building administrator and talking the situation through would be helpful. She noted that many times there could be assumptions and that it would be helpful if the community understood that KPS was trying to teach young people how to resolve differences, a skill that will serve them as adults.

Trustee Morris thanked Ms. Bergan and Ms. Saunders for the presentation and asked if the clinical social workers were located in KPS buildings.

Ms. Saunders stated that the social workers are assigned to specific schools. She noted that with more resources, we could place more social workers in more buildings. Ms. Saunders stated that this was intense support, not educational, but needed for socioemotional support for our children.
President Sholler Barber stated that this was a student-focused conversation about achievement. She noted that when Ms. Bergan had showed the triangle detailing the different tiers of discipline needed for students, this same data could be applied to any district. President Sholler-Barber shared that many KPS students are well behaved and ready to learn. She explained that KPS was teaching children to resolve differences and that restorative justice was not just isolated in a classroom. These are skills that will help them throughout life. President Sholler-Barber thanked CIS, Family and Children’s Services, and Mobile Crisis. She noted that mandatory professional development is very difficult as many staff have families and other commitments. President Sholler-Barber stated that this presentation was about achievement. Without our work on the issues noted, achievement suffers.

Dr. Rice thanked Ms. Bergan and Ms. Saunders for their informative presentation. He noted that this issue was not all about money, but that it was in part about money. Dr. Rice explained that money buys services, additional staff members, and additional professional development days. He noted there was a School Financial Research Collaborative study a year ago that indicated that KPS and other Michigan districts were significantly underfunded and that KPS had not become better funded relative to inflation since that report came out. Dr. Rice stated that this week, Michigan State University Professor David Arsen had released a report that said that Michigan was 50th of 50 states in revenue growth in the country from 1995 to 2015, 48th of 50 states in per pupil expenditure growth in the country from 1995 to 2015, and in the middle of the country in per pupil expenditures. He noted that Michigan used to be in the top ten in education revenue. Dr. Rice explained that more money would permit more social workers, more mental health therapists, more counselors, more psychologists, more behavior specialists, more nurses, and more teachers to reduce class sizes. He noted that the state of Michigan needed to better fund public schools.

X. Other Business
None.

XI. Comments by Trustees
Trustee Greschak stated that today’s New York Times said that no state had squeezed school spending more in recent decades than Michigan. He noted that diminishing resources and rising expectations didn’t make sense. Trustee Greschak stated that money buys supports that our teachers need, which will affect the school culture and climate. He noted that we have to rise up and communicate with elected officials who are in control of the state budget so that KPS can do its job.

Trustee Moore stated that she had attended the Kalamazoo County School Officers Association meeting around career and technical education in our area schools. She noted that it had been amazing and that KRESA was looking into some of the challenges of career and technical education. Trustee Moore stated that some of the issues that were discussed were the destigmatization of vocational and technical education, access, community partnerships, and awareness. She stated that many families don’t know that these classes are an option. Trustee Moore would love to see KPS create a committee to spread awareness to build partnerships in the community. She asked Ms. Green if she could advise parents where to find more information on the new curriculum pilots.

Ms. Green stated that parents could call the Teaching and Learning Services Department office.

Trustee Hill stated that she had attended the MLK Day at Western Michigan University (WMU) and that it had been a very nice event.
President Sholler-Barber stated that on Saturday, WMU had hosted an MLK celebration for KPS. She noted that there had been hundreds of KPS high school and middle school students there. President Sholler-Barber thanked WMU for hosting such a wonderful celebration.

Comments by the Superintendent
None.

XII. Closed Session (if needed)
President Sholler-Barber asked for a motion to move into closed session to hear a legal opinion from counsel.

MOTION: It was moved by Trustee Greschak, supported by Trustee Harrison, to move into closed session for the purpose of discussing a legal matter.

The board moved into closed session at 8:35 p.m.

XIII. The board returned from closed session to public session at 9:30 p.m., at which point it adjourned.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
TO: Board of Trustees
FROM: Michael F. Rice, Ph.D., Superintendent
DATE: February 7, 2019
SUBJECT: Approval of the Attached Purchase Recommendations

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

RATIONALE: In general, purchases greater than $24,459 for materials, supplies, equipment, building construction, renovation, or repair are brought before the board for approval.

The attached purchase recommendation data sheets include all purchases that require approval at this time. Aspects of the purchases that are considered significant to the decision-making process are outlined on the data sheets.
KALAMAZOO PUBLIC SCHOOLS

PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: February 7, 2019
Request Number: 2019-13
Amount: $91,639.12

Item: Diverse Literature Library Books

Cost Center: 2018 Bond

Cost Center Representative(s) Attending Board Meeting: Cindy Green

Description of Need: Our diverse classroom library sets have been funded through a variety of sources, including a United States Department of Education grant (Western Michigan University High Impact Leadership) and a Michigan Department of Education partnership grant. The two grants cover eight of the elementary schools. To complete all second and third grade classrooms for the remaining nine schools, the funding source will be the KPS 2018 bond.

Vendor: Bookbug
Kalamazoo, MI
3rd Grade Who Was Series - $21,164.22

Mackin Educational Resources
Burnsville, MN
2nd & 3rd Diverse Literature Library Books - $47,226.50

Follett School Solutions, Inc.
McHenry, IL 60050-7048
2nd & 3rd Itty Bitty Series - $23,248.40

Number of Proposals Requested: 3 Received: 3

Low Bid Accepted? Yes

Additional Information:
This recommendation will complete diverse classroom libraries in district second and third grade classrooms. It is important that children read about and see characters who look like them.

This purchase continues the district’s work in literacy diversity.
KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: February 7, 2019
Request Number: 2019-14
Amount: $77,458.14

Item: Fountas & Pinnell Leveled Literacy Intervention (LLI) Kits and Teaching Materials

Cost Center: 2018-19 District Title I budget

Cost Center Representative(s) Attending Board Meeting: Cindy Green

Description of Need: Leveled Literacy Intervention (LLI) kits are used by classroom teachers and reading tutors across the district to meet the needs of struggling readers in grades K-5. This research-based intervention was adopted by the district over five years ago as a targeted, consistent support to assist students with comprehension skills. The Tier 2 intervention is presented in 30-minute blocks of time to small groups as appropriate and provides printed materials according to grade levels. The purchase will provide additional materials to meet the needs of our students across the district. The goal is to help bring students who are below grade level to grade level proficiency or higher.

Vendor: Heinemann/Houghton-Mifflin Harcourt
 Portsmouth, NH

Number of Proposals Requested: 1 Received: 1

Low Bid Accepted: N/A

Additional Information
Leveled Literacy Intervention (LLI) kits are used in the district for selected students requiring Tier 2 instruction for reading. Heinemann/Houghton-Mifflin serves as the sole vendor for the product and materials. The kits are compatible with existing kindergarten through fifth grade classroom literacy resources. Using research-based strategies, the requested additional LLI kits will further support students in addressing their instructional needs while expanding the use of the resources in classrooms.
TO:        Board of Trustees
FROM:     Michael F. Rice, Ph.D., Superintendent
DATE:     February 7, 2019
SUBJECT: Personnel Changes

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

I. Employment
   A. Professional/Management
      Angela M. Haggar, Kindergarten Teacher 0.5 (FTE), Indian Prairie Elementary School, 1/24/2019
   B. Classified
      Jennifer P. Andasol-Rincon, Assistant Bilingual School Secretary 0.7, El Sol Elementary School, 1/28/2019

II. Promotions/Key Transfers
    A. Professional/Management
    B. Classified

III. Leaves of Absence
  A. Professional/Management

IV. Terminations
  A. Professional/Management
  B. Classified

V. Termination from Leave of Absence
  A. Professional/Management
     Robin D. Hansen-Church, request to change retirement date of 11/30/2018 to 8/31/2019
  B. Classified

VI. Return from Leave of Absence
    A. Professional/Management
    B. Classified
MEETING ANNOUNCEMENT FOR THE
KALAMAZOO PUBLIC SCHOOLS BOARD OF EDUCATION

A regular meeting of the Board of Education of the Kalamazoo Public Schools will be held on Thursday, February 28, 2019 at 7:00 p.m. in the Board Room of the Administration Building, 1220 Howard Street, Kalamazoo, MI 49008.

KALAMAZOO PUBLIC SCHOOLS

Jennie Hill, Secretary
Board of Education

The Board of Trustees, Superintendent and senior staff will have an informational meeting at 6:00 p.m. in the Superintendent’s office area, and will also discuss any matters that may come before the Board.

- Please contact the Superintendent’s Office in advance of the meeting if auxiliary aids or services for individuals with disabilities are needed.

- Official minutes of Kalamazoo Public Schools Board of Education open meetings are available for inspection within eight working days of the meeting at the Superintendent’s Office, 1220 Howard Street, Kalamazoo, MI 49008.
AGENDA

I. Call to Order

II. Pledge of Allegiance

III. Attendance

IV. Announcements and Recognitions

V. Committee Reports/School Reports

VI. Correspondence

VII. Consent Calendar Items
   A. Minutes
      February 7, 2019 Board Dinner Meeting Minutes
      February 7, 2019 Regular Meeting Minutes
   B. Business and Financial Reports
   C. Personnel Items
      Personnel Changes
   D. Other

VIII. Persons Requesting to Address the Board (3 minutes individual limit)

IX. Reports and Recommendations

X. Other Business

XI. Comments by Trustees/Superintendent

XII. Closed Session (if needed)

XIII. Next Regular Board of Education Meeting: Thursday, March 14, 2019
Vice President Ken Greschak called the dinner meeting to order at 6:10 p.m. in the Superintendent’s Conference Room of the Administration Building, 1220 Howard Street.

Board members present: Ken Greschak, TiAnna Harrison, Jennie Hill, Jermaine Jackson, Tandy Moore, and Jason Morris. Absent: Patti Sholler-Barber. Superintendent Dr. Michael Rice was also present.

1. Dinner meeting agenda items discussed:
   - Board Purchase Recommendations;
     a. Diverse Classroom Libraries;
     b. Leveled Literacy Intervention (LLI) Kits;
   - Snow Days;
   - Middle Cities and MASA mid-winter conferences;
   - Board Presentation: MSU and Other Recent School Finance Studies; and
   - Job/Career Fair in Trades for High School Seniors.

   No action was taken on the aforementioned items.

Vice President Ken Greschak adjourned the meeting at 7:02 p.m.

Respectfully submitted,

Jennie Hill, Secretary
Board of Education
I. Call to Order
Vice President Ken Greschak called the February 7, 2019 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, Jermaine Jackson, Tandy Moore, and Jason Morris. Absent: Patti Sholler-Barber. Superintendent Dr. Michael Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee presented:
• Spring Valley Center for Exploration Turnaround students: Elias Galvan, second grade; Rasheed McGhee, fourth grade (unable to attend); and Tigen Glover, fifth grade.
• Lincoln International Studies School Turnaround students: Zha’vier Russell, third grade; Maria Watts, fourth grade; and Jahzir Davis, fifth grade.

Also in attendance and introduced by Mr. Lee were Spring Valley Center for Exploration Principal Lisa Dewey and Lincoln International Studies School Principal Linda Mitchell. Ms. Dewey introduced Spring Valley Center for Exploration staff members Michelle Larson, Brooke Kissell, and Michael Grantham. Ms. Mitchell introduced Lincoln International Studies School staff members Erin Buckley, Leah Beltran, and Kendra Kasinger. The students’ parents and family members in the audience were also recognized.

V. Committee Reports
None.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of January 25 through February 7, 2019. (File #14.)

VII. Consent Calendar

Deputy Superintendent for Business, Communications and Operations Gary Start reviewed the purchase recommendations:
• 2019-13 in the amount of $91,639.12 from the 2018 bond for the purchase of diverse classroom library sets to complete all second and third grade classrooms.
• 2019-14 in the amount of $77,458.14 from the 2018-19 District Title I budget for the purchase of Leveled Literacy Intervention Kits to be used by classroom teachers and reading tutors across the district to meet the needs of struggling readers in grades K-5.
Dr. Rice stated that KPS began diverse classroom libraries several months ago in about half of the second and third grades across the district. He noted that approximately 14% of children’s literature nationally contains a character of color within it. Dr. Rice shared that the KPS student population is approximately 63% of color. He stated that KPS had made a conscious effort to embellish classroom libraries with diverse classroom literature and planned to continue adding diverse libraries to kindergarten, first, fourth, and fifth grades. Dr. Rice noted that the hope was that, within a year, KPS would be complete with diverse classroom libraries in elementary schools across the district. He noted that KPS had almost 300 K-5 classrooms, which makes this a very important undertaking. Dr. Rice explained that shortly thereafter, KPS would be working on middle school classroom libraries and embellishing these libraries with diverse classroom materials.

Trustee Hill asked from where the funding for these books came.

Dr. Rice stated that KPS was part of a federal grant for which Western Michigan University had applied. Western received $12.9 million over several years. He noted that there were 75 schools in Cohort A, 75 schools in Cohort B, and that KPS had seven schools in Cohort A. Dr. Rice explained that each of those schools had received $20,000: $8,000 the first year; $8,000 the second year; and $4,000 the third year. He noted that KPS was devoting that $20,000 per school to diverse classroom libraries. Dr. Rice shared that another funding source was a competitive grant for which Assistant Superintendent of Teaching and Learning Services Cindy Green and Director of School Improvement, Title I and Assessments Geoffrey Howe had successfully applied. He noted that the third source of funding for the diverse libraries would be the 2018 bond.

Trustee Hill thanked the voters who supported the 2018 bond.

MOTION: Implied to approve the Consent Calendar as presented.

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

VIII. Persons Requesting to Address the Board
None.

IX. Reports and Recommendations
Deputy Superintendent Start presented the following report:

Michigan School Finance Adequacy Studies, 2016-2019

1. Michigan School Finance at the Crossroads Study
A Michigan K-12 school finance study, “Michigan School Finance at the Crossroads,” released a couple of weeks ago by Michigan State University (MSU) Professor Dr. David Arsen and two of his colleagues found that:
- Michigan ranked 50th of 50 states in inflation-adjusted total school revenue growth from 1995 to 2015.
- During this period, Michigan’s inflation-adjusted total school revenue declined by 18 percent.
- Only one other state in the country had a decline in its inflation-adjusted total school revenue growth during this period.
From 1995 to 2015, Michigan ranked 48th of 50 states in inflation-adjusted per pupil revenue growth.

In 2015, Michigan ranked 25th of 50 states in per pupil funding.

When adjusted for inflation, funding for at-risk students fell by 60% per pupil from 2001 to 2017.

Specific funding recommendations:
- Base per pupil funding of $9,590;
- Additional per pupil revenue for every poor child of 35 percent;
- Additional per pupil revenue for every English language learner ranging from 35 percent to 70 percent, depending upon the English level of the student;
- Additional per pupil revenue of 63 percent for every special needs student with mild disabilities and 104 percent for moderate disabilities. For students with severe disabilities, the MSU study recommends 90 percent of the cost of the student’s education; and
- High quality pre-kindergarten for all four-year-olds and for at-risk three-year-olds at $14,155 per student.

2. School Finance Research Collaborative Study
A study of the School Finance Research Collaborative, a bipartisan group of business people, educators, and others, was released in January 2018 and found that:
- Michigan ranked 8th highest in per pupil spending as recently as 2000.
- In January 2018, when the study was released, Michigan ranked 24th in per pupil spending.
- Since 2000, Michigan’s inflation-adjusted per pupil spending has fallen by $663 per pupil, while the U.S. average had increased by over $1,400 per pupil.

Specific funding recommendations:
- The School Finance Research Collaborative report includes specific per pupil funding recommendations that are generally consistent with the subsequently released Michigan School Finance at the Crossroads study. Many recommendations are identical.
- Examples of differences include:
  - While both call for high-quality pre-kindergarten for all four-year-olds at $14,155, only the School Finance Research Collaborative study argues for high-quality pre-kindergarten for all three-year-olds as well. The Michigan School Finance at the Crossroads study calls for pre-kindergarten for at-risk three-year-olds only.
  - Both studies indicate an underfunding of special education. However, the Michigan School Finance at the Crossroads study calls for 10 percent less additional funding.
- A statewide poll commissioned by the School Finance Research Collaborative in July 2018 found that:
  - 70 percent believe Michigan’s schools are underfunded.
  - 67 percent support a new funding system that meets all students’ needs.
  - 63 percent believe Michigan’s current school funding system is unfair.

3. Special Education Task Force Sub-Committee Report
- A report of a state special education task force called for by former Lieutenant Governor Brian Calley and released in November 2017 found that:
  - Special education in Michigan schools was underfunded by nearly $700 million.
4. Michigan Education Finance Study
   • A study approved by the state legislature in December 2014 and released in June 2016 found that:
     • Total base cost of $8,667 per pupil should be used for all students.
     • 30 percent more should be allocated for at-risk students.
     • 40 percent more should be allocated for English language learners.
     • Michigan should create a more equitable state funding system.

Not Driven by the Politics of a Single Political Party
   • The Michigan School Finance at the Crossroads report was an academic report, not a political one.
   • The School Finance Research Collaborative study was a bipartisan effort.
   • The Special Education Task Force Sub-Committee Report was called for, and released by, the Republican lieutenant governor at the time.
   • The Michigan Education Finance Study was launched by a bipartisan vote in the state legislature. It was contracted by the Department of Treasury, which was part of former Governor Snyder’s administration.

History of School Finance Adequacy Studies and the Last Three Years
   • Prior to 2016, Michigan had never done a school finance adequacy study. In the last three years, four separate studies have all concluded that Michigan significantly underfunds its schools.

Constitutional Revenue Limit
   • The State Constitution includes a limit of 9.49 percent of state personal income for state tax and other revenue collections.
   • As recently as fiscal year 2000, the state was at this limit.
   • As a result of many tax-cutting measures over the years, the applicable revenues are $10.4 billion lower than this limit for fiscal year 2019.
   • In other words, Michigan has the constitutional ability to better fund its schools, and did so in the last two decades.
   • It also means that state taxes paid by the average taxpayer are a lower percentage of their income than they were in 2000.

KPS Foundation Allowance Changes
   • Over 85 percent of the district’s general budgetary fund revenue is generated through the state school aid act.
   • The school aid act is adopted annually by the state legislature and governor.
   • The most significant source of revenue within the school aid act is a dollar amount per student called the foundation allowance.
   • The following graph demonstrates how KPS has lost over 20 percent of its buying power from the foundation allowance since 2005-06.
Mr. Start stated how important it was that we work with our governor and the state legislature to improve school funding.

**Board discussion:**
Trustee Hill asked what schools do when its district loses 20 percent of its buying power. How does KPS maintain its budget?

Mr. Start stated that KPS continued to be good stewards of its finances. He noted that the board and the superintendent had consistently balanced its budgets by having revenues equal expenditures. Mr. Start shared that the only way to balance a budget given revenue that didn’t keep up with inflation was to cut spending. He stated that if you didn’t do that, you would end up with an illegal deficit position. Mr. Start explained that the state passes the laws and budgets and schools have the responsibility of dealing with the laws and budgets. He noted that your fund balance can’t go below zero; it’s illegal. The state maintains closely any district with a fund balance less than five percent of expenditures.

Trustee Hill stated that the KPS district was lucky to have people who voted for bonds so that KPS didn’t have to purchase buses, boilers, and roofs out of its general fund.
Mr. Start stated that the KPS taxpayer base continues to support education. He noted how much he appreciated working in a school district where the community supports education.

Trustee Hill asked why these finance studies were being done.

Mr. Start explained that people were forcing the issue to have different levels of funding for different student needs. He stated that state educational achievement had not been high and that one part of the MSU study said that the state of Michigan had tried to improve achievement on the cheap. Mr. Start noted that the state had pushed competition to increase student achievement. He stated that this effort had not improved student achievement and that the state needed to put money in public schools or it would starve schools.

Trustee Harrison stated that we know that Michigan underfunds its schools and that Michigan should create more equitable state funding. She asked Mr. Start what it would take to get to more adequate funding.

Mr. Start stated that the state would need to take some action. He shared that the state spends over $900 million from the school aid fund on colleges and universities. Mr. Start said that in 1994, not one person who voted for Proposal A thought the money was going anywhere but pre-K-12 education.

Trustee Harrison asked what the biggest difference was between the School Finance Research Collaborative Study and the Michigan School Finance at the Crossroads Study regarding pre-kindergarten funding.

Mr. Start stated that the Michigan School Finance at the Crossroads study recommended high quality, full-day pre-kindergarten for all four-year-olds and for at-risk three-year-olds at $14,155 per student. The School Finance Research Collaborative study argues for high-quality, full day pre-kindergarten for all four-year-olds and for all three-year-olds at $14,155.

Trustee Greschak stated that it seemed like there was a broad consensus with these results that we needed better funding for schools. He noted that if the goal was to improve academic outcomes, more money could pay for teachers, counselors, and support services for classrooms, better programming, and career counseling. Trustee Greschak stated that these were actual things that schools could re-invest in to improve academic achievement.

Mr. Start stated that he would love to design a budget that actually provided KPS with the increased funding that our kids needed. He noted that most of his career, he had been recommending cuts to balance the budget. Mr. Start explained that if the state provided adequate funding, he could actually add many needed positions.

Trustee Greschak noted that this additional funding would support KPS staff our schools. He stated that well-supported staff and teachers would be more effective and successful in their classrooms.

Trustee Morris stated that he had looked at the per pupil dollar amount that KPS had received from the state. He noted that if KPS had kept up with inflation in the per pupil amount it had received from the state over the last 14 years, the district would have approximately $22 million more annually with which to work.

Mr. Start stated that last year was one of the best years he had seen in the foundation allowance increase and yet it still hadn’t met inflation. He noted that the state of Michigan needed to allocate...
more money to students with specific needs. Mr. Start explained that the budget from the governor would be released around mid-March. He stated that these studies show that it is critical to put money to meet the state’s higher academic standards.

Trustee Harrison asked if there was an opportunity as a board to show the new governor how important it was to improve state funding for schools.

Dr. Rice stated that the governor had spoken at the Michigan Association of Superintendents and Administrators (MASA) conference on February 6 in Detroit and that she had stated that she would produce a budget in the next six weeks and would share her state of the state address in the next week. He noted that her budget would be forthcoming in mid-March and shared with the several hundred superintendents that she needed their help to make increased funding happen. Dr. Rice stated that KPS needed to be part of the statewide coalition to get more resources for children’s schools and education. He explained that to fill some of the gaps in numbers of teachers, nurses, librarians, professional development, social workers, psychologists, mental health therapists, and behavioral specialists, you have to have more resources at the state level. Dr. Rice shared that the dollars are allocated by state legislature and that KPS had to be part of a state-wide coalition.

Trustee Greschak stated that we still live in a political world and that elections have consequences. He asked parents of school-age children to do their research on who they vote for and to be sure that these candidates support public education.

Dr. Rice thanked Mr. Start for his presentation and for three decades of financial leadership in the district. He noted that Mr. Start makes sure that KPS can pay for resources and staff on a day-to-day basis with limited resources. Dr. Rice stated that he also appreciated Ms. Laura Kayser and the entire business office for all that they do for the district. He explained that he had worked in a low-tax, low-spend jurisdiction in northern New Jersey, Clifton Public Schools. Dr. Rice shared that that district was able to afford a nurse in every elementary school, two nurses in each middle school, and three nurses at the high school. Dr. Rice noted that KPS had three nurses in its entire district. For those that have lived and worked in states that better support schools, he said, the idea of better-funded schools is not a pipe dream; it is realizable.

X. Other Business
None.

XI. Comments by Trustees
Trustee Moore stated how important it was for everyone to advocate for better school funding. She noted that Governor Whitmer’s asking for help with school funding at the recent superintendents’ conference was meant for everyone, not just the attendees. Trustee Moore stated that Kalamazoo was a politically active and engaged community that cannot ignore this challenge. Trustee Moore stated that this was a crisis that schools are being underfunded. She asks that the community speak up and write letters to their legislators as well as vetting candidates to be sure that they support public education. Trustee Moore encouraged everyone to get involved.

Trustee Hill stated that KPS had 27 school buildings and a few other buildings that continued to run when schools were closed for snow days. She thanked the maintenance crews, bus drivers, and the transportation department for keeping the buses running and all the buildings warm for returning students.
Comments by the Superintendent
Dr. Rice stated that KPS didn’t take a week off and then start the buses up. He noted that KPS staff had started the buses up periodically in case school was to run the next day. Dr. Rice shared that a lot of work was taking place each day to make sure that if KPS did open, the buses were able to run, the buildings were warm, and the sidewalks were shoveled and salted.

XII. Closed Session (if needed)
Vice President Ken Greschak did not call for a closed session and adjourned the meeting at 8:00 p.m.

XIII. Vice President Ken Greschak announced the next regular Board of Education meeting date: Thursday, February 28, 2019 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
TO: Board of Trustees

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

DATE: February 28, 2019

SUBJECT: Approval of the Attached Purchase Recommendations

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

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The attached purchase recommendation data sheets include all purchases that require approval at this time. Aspects of the purchases that are considered significant to the decision-making process are outlined on the data sheets.
VII.B.

KALAMAZOO PUBLIC SCHOOLS

PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date:  February 28, 2019
Request Number:    2019-15
Amount:            $142,760.00

Item: New Primary Electrical Service at Phoenix High School

Cost Center: 2018 Bond

Cost Center Representative(s) Attending Board Meeting: Karen Jackson

Description of Need: This purchase recommendation is for new primary electrical service to Phoenix High School. This service is required due to the new addition and mechanical upgrades to the existing building.

Vendor: Consumers Energy Company
        Kalamazoo, MI

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

Low Bid Accepted: N/A
KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: February 28, 2019
Request Number: 2019-16
Amount: $57,544.00

Item: Diverse Classroom Libraries

Cost Center: Teaching and Learning Services

Cost Center Representative(s) Attending Board Meeting: Cindy Green

Description of Need: Our diverse classroom library sets have been funded through a variety of sources, including a United States Department of Education grant (Western Michigan University High Impact Leadership) and a Michigan Department of Education partnership grant. The two grants will cover eight elementary schools for the kindergarten and first grades sets as well as two elementary schools for the fourth and fifth grade sets.

Vendors:
Mackin Educational Resources
3505 County Rd, 42 West
Burnsville MN 55306
2nd & 3rd Diverse Literature Library Books - $37,057.00

Follett School Solutions, Inc.
1340 Ridgeview Dr.
McHenry IL 60050-7048
2nd & 3rd Itty Bitty Series - $20,487.00

Number of Proposals Requested: 6 Received: 6

Low Bids Accepted? Yes.

Additional Information: The recommendation will provide additional diverse classroom libraries in the elementary schools. It is important that children read and see literacy characters who look like them. This purchase continues the district’s work in literacy diversity.
KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: February 28, 2019
Request Number: 2019-17
Amount: $ 920,085.00

Item: Remodeling at the Community Education Center

Cost Center: 2013 and 2018 Bonds

Cost Center Representative(s) Attending Board Meeting: Karen Jackson

Description of Need: This purchase recommendation is for the replacement of sidewalks on Dutton and Vine streets; replacement of drinking fountains throughout the building; installation of infrastructure for classroom audiovisual systems; and replacement of the mechanical system in KAMSC.

Vendors: See attached spreadsheet.

Number of Proposals Requested: 103 Received: 10

Low Bids Accepted: Yes

Additional Information:

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**CONTRACTOR RECOMMENDATIONS**

Project: COMMUNITY EDUCATION CENTER REMODEL  
Owner: Kalamazoo Public Schools  
Architect: TowerPinkster  
Construction Manager: The Skillman Corporation  
Bid Date: January 22, 2019

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**TOTAL AMOUNT OF AWARD:** $876,271
KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: February 28, 2019
Request Number: 2019-18
Amount: $494,845.00

Item: Secure Vestibules at Five Buildings

Cost Center: 2018 Bond

Cost Center Representative(s) Attending Board Meeting: Karen Jackson

Description of Need: This purchase recommendation is for the installation of secure vestibules at Hillside Middle School, Lincoln International Studies School, Milwood Magnet School: A Center for Math, Science and Technology, Northglade Montessori Magnet School, and Woods Lake Elementary: A Magnet Center for the Arts.

Vendors: See attached spreadsheet.

Number of Proposals Requested: 72 Received: 7

Low Bids Accepted: Yes

Additional Information:

Budget: $447,744.00
Bid Amount: $471,281.00
Contingency: $23,564.00
$494,845.00

Under/(Over): $(47,101.00)
CONTRACTOR RECOMMENDATIONS
Projects: SECURE VESTIBULES AT HILLSIDE, LINCOLN, MILWOOD MAGNET, NORTHGLADE and WOODS LAKE
Owner: Kalamazoo Public Schools
Architect: TowerPinkster
Construction Manager: The Skillman Corporation
Bid Dates: November 27 and December 20, 2018

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$471,281
VII.B.

KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: February 28, 2019
Request Number: 2019-19
Amount: $305,990.00

Item: Secure Vestibules and Remodeling at Prairie Ridge Elementary and Spring Valley Center for Exploration.

Cost Center: 2018 Bond

Cost Center Representative(s) Attending Board Meeting: Karen Jackson

Description of Need: This purchase recommendation includes the following remodeling projects identified in the 2018 bond:

Prairie Ridge Elementary - Create a secure vestibule and install infrastructure for new projectors.

Spring Valley Center for Exploration - Provide a secure vestibule at the main entry; install exterior digital marquee; and install ceiling fans in classrooms where feasible.

Vendors: See attached spreadsheet

Number of Proposals Requested: 46 Received: 3

Low Bids Accepted: Yes

Additional Information:

Budget: $274,853.00
Bid Amount: $291,419.00
Contingency: $14,571.00
$305,990.00
Under/(Over): $(31,137.00)
**CONTRACTOR RECOMMENDATIONS**

Projects:  SECURE VESTIBULES and REMODELING AT PRAIRIE RIDGE and SPRING VALLEY
Owner:  Kalamazoo Public Schools
Architect:  TowerPinkster
Construction Manager:  The Skillman Corporation
Bid Dates:  November 27 and December 20, 2018

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$291,419
TO: Board of Trustees
FROM: Michael F. Rice, Ph.D., Superintendent
DATE: February 28, 2019
SUBJECT: Personnel Changes

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

I. Employment
   A. Professional/Management
      Michelle L. Bird, Kindergarten Teacher, Spring Valley Center for Exploration, 3/11/2019
   B. Classified
      Kawther S. Mohammed, Bilingual Paraprofessional, Milwood Magnet School: A Center for Math, Science and Technology
      Bailey A. Russell, Payroll Clerk, Business, Communications, and Operations, 2/19/2019
      Reginal Shaw, Jr., Special Education Paraprofessional, Loy Norrix High School, 2/25/2019
      Anna E. Swier, Special Education Paraprofessional, Middle School Alternative Learning Program, 2/7/2019

II. Promotions/Key Transfers
   A. Professional/Management
   B. Classified
      Shona L. Espinoza, from Home School Support Specialist, unassigned, to Special Education Paraprofessional, Hillside Middle School, 2/6/2019

III. Leaves of Absence
    A. Professional/Management

IV. Terminations
    A. Professional/Management
       John M. Beebe, Science Teacher, Maple Street Magnet School for the Arts, Resigned, 3/15/2019
       Linda F. Husen, 1st Grade Teacher, Dr. Martin Luther King, Jr. in Westwood Elementary School, Retiring, 6/30/2019
       Lori A. LaBelle, 3rd Grade Teacher, Arcadia Elementary School, Retiring, 6/14/2019
       Meglynn A. MacDonald, Special Education Teacher, Kalamazoo Central High School, Resigned, 3/1/2019
       Pamela J. Phillips, 4th Grade Teacher, Milwood Elementary School, Retiring, 6/30/2019
       Diane L. Russo, Physical Education Teacher, Parkwood Upjohn Elementary School, Retiring, 6/30/2019
V. Termination from Leave of Absence
   A. Professional/Management
   
   B. Classified

VI. Return from Leave of Absence
   A. Professional/Management
   
   B. Classified
March 5, 2019

MEETING ANNOUNCEMENT FOR THE KALAMAZOO PUBLIC SCHOOLS BOARD OF EDUCATION

A regular meeting of the Board of Education of the Kalamazoo Public Schools will be held on Thursday, March 14, 2019 at 7:00 p.m. in the Board Room of the Administration Building, 1220 Howard Street, Kalamazoo, MI 49008.

KALAMAZOO PUBLIC SCHOOLS

Jennie Hill, Secretary
Board of Education

Please contact the Superintendent’s Office in advance of the meeting if auxiliary aids or services for individuals with disabilities are needed.

Official minutes of Kalamazoo Public Schools Board of Education open meetings are available for inspection within eight working days of the meeting at the Superintendent’s Office, 1220 Howard Street, Kalamazoo, MI 49008.
I. Call to Order

II. Pledge of Allegiance

III. Attendance

IV. Announcements and Recognitions

V. Committee Reports/School Reports

VI. Correspondence

VII. Consent Calendar Items
   A. Minutes
      February 28, 2019 Board Dinner Meeting Minutes
      February 28, 2019 Regular Meeting Minutes
   B. Business and Financial Reports
   C. Personnel Items
      Personnel Changes
   D. Other
      Trustee Expense Reports

VIII. Persons Requesting to Address the Board (3 minutes individual limit)

IX. Reports and Recommendations
    KPS Graduation Rates

X. Other Business

XI. Comments by Trustees/Superintendent

XII. Closed Session (if needed)

XIII. Next Regular Board of Education Meeting: Thursday, March 28, 2019
President Patti Sholler-Barber called the dinner meeting to order at 6:07 p.m. in the Superintendent’s Conference Room of the Administration Building, 1220 Howard Street.

Board members present: Ken Greschak, TiAnna Harrison, Jennie Hill, Jermaine Jackson, Tandy Moore, Jason Morris, and Patti Sholler-Barber. Superintendent Dr. Michael Rice was also present.

1. Dinner meeting agenda items discussed:
   - January NSBA Conference;
   - Board of Education Purchase Recommendations;
   - February 21 Regional Superintendents’ Meeting;
   - February 22-24 PeaceJam Conference with Nobel Peace Prize Laureate Kailash Satyarthi;
   - February 25 Douglass Community Association 100-Year Celebration Open House;
   - February 27 School Finance Research Collaborative Meeting; and
   - Articles.

No action was taken on the aforementioned items.

2. Articles shared with Board members but not discussed given time constraints:
   - Bridge Magazine – Maryland invests in schools. Michigan doesn’t. Maryland thrives, February 11, 2019;
   - Bridge Magazine – More Michigan residents get college degrees, but state still trails diploma race, February 20, 2019; and

President Patti Sholler-Barber adjourned the meeting at 6:57 p.m.

Respectfully submitted,

Jennie Hill, Secretary
Board of Education
I. **Call to Order**
President Patti Sholler-Barber called the February 28, 2019 regular Board of Education meeting to order at 7:05 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

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

III. **Attendance**
Board members present: Ken Greschak, TiAnna Harrison, Jennie Hill, Jermaine Jackson, Tandy Moore, Jason Morris, and Patti Sholler-Barber. Superintendent Dr. Michael Rice was also present.

IV. **Announcements and Recognitions**
Executive Director of Communications Alex Lee presented:
- El Sol Elementary School Turnaround student Jorge Gonzales, second grade; and
- Edison Environmental Science Academy Turnaround students: Azariah Brown, third grade; and Dequarius Frierson, fifth grade (unable to attend).

Also in attendance and introduced by Mr. Lee were El Sol Elementary School Principal Natalie Wilson and Edison Environmental Science Academy Principal Julie McDonald. Principal Wilson introduced El Sol Elementary staff members Mary Mazei and Eveta Linebaugh. Principal McDonald introduced Edison Environmental Science Academy staff members Patrice Hillsman, Linda Lass, Danielle Buehrle, Sarah Powell, and Kristen Miller. The students’ parents and family members in the audience were also recognized.

V. **Committee Reports**
Evaluation/Accountability Committee – Trustee Hill, chair, stated that the committee had met on February 18 and had discussed the Panorama Education Survey. She noted that these surveys had been conducted online for KPS high school parents and guardians. Trustee Hill explained that a total of 751 KPS parents and guardians had participated in the survey, approximately 20 percent. She stated that there had been two areas surveyed: family/school relationship and school climate. Trustee Hill shared that committee members had discussed what the surveys did and did not represent about KPS. She noted that the committee was considering conducting this survey at other levels.

Trustee Hill stated that the committee had had an 18-month partnership meeting. She noted that the meeting had gone well with state partners and that Washington Writers’ Academy and The Woodward School for Technology and Research were both on track and their goals were being met.

Trustee Hill stated that the committee had also talked about school/parent forums. She noted that the committee looked forward to bringing forums to Arcadia Elementary School, Dr. Martin Luther King, Jr. in Westwood Elementary School, and Edison Environmental Science Academy before the school year was out.
Operations Committee – Ken Greschak, chair, stated that the committee had met on February 26 and had discussed the possibility of electric buses in the KPS district. He explained that the committee had heard about the district’s grant application to purchase one or two electric buses and was eager to hear if the application had been approved.

Trustee Greschak stated that the committee had also discussed guest (substitute) teachers and the continued struggle to fill staff absences. He noted that the committee was actively working on solutions to recruit and retain guest teachers.

Trustee Greschak stated that the committee had begun a preliminary discussion on this year’s budget and that KPS was required by law to have a budget in place by the end of June. He explained that with the new governor this year, the state wasn’t required to have its budget in place until September 30. Trustee Greschak stated that in a normal year, KPS would have a sense for how the state budget would look, which would help KPS plan its budget. He noted that the governor had promised to support K-12 education and that KPS anticipated that her budget would be supportive of public education.

Policy Committee – TiAnna Harrison, chair, stated that the committee had met on February 26 and had discussed the revision of Policy 4.10 Homeless Student Education. She noted that the committee had received an explanation of the McKinney-Vento Homeless Assistance Act and that the committee was working with legal counsel to help with the language in Policy 4.10. Trustee Harrison stated that the committee had also discussed Policy 3.10 Tobacco, Drug and Alcohol Use. She explained that, with the recent laws regarding marijuana, the committee would need to consider changes to the language in Policy 3.10 as well.

Curriculum Committee – President Sholler-Barber, chair, stated that the committee had met on February 27 and had received an Early Middle College update. She noted that in 2016 there were two KPS students in Early Middle College; in 2017, there were 18 students; and in 2018, the program had 36 students. President Sholler-Barber explained that Early Middle College was a partnership with Kalamazoo Regional Educational Service Agency (KRESA) and that students could enroll in the program as early as tenth grade. She shared that students would graduate from high school in five years with both a high school diploma and an associate’s degree or a certificate of achievement. Director of Secondary Education Johnny Edwards and Assistant Superintendent of Teaching and Learning Services Cindy Green provided information on how the Early Middle College program was growing and how the high schools would promote the program.

President Sholler-Barber stated that the committee had also had an update on the countywide secondary school career and technical program. She noted that this program was also about career readiness, work with community partners, and career development.

President Sholler-Barber stated the committee had received updates on work that KPS has been doing with the teachers’ and administrators associations on professional development and on student behavior. She noted the concern for the shortage of teachers and the declining number of students going into education in the state.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of February 8 through February 28, 2019. (File #15.)
VII. Consent Calendar

Deputy Superintendent for Business, Communications and Operations Gary Start reviewed the purchase recommendations:
- 2019-15 in the amount of $142,760 from the 2018 bond for the purchase of new primary electrical service at Phoenix High School.
- 2019-16 in the amount of $57,544 from the Teaching and Learning Services budget for the purchase of diverse literature library books.
- 2019-17 in the amount of $920,085 from the 2013 and 2018 bonds for the replacement of sidewalks on Dutton and Vine streets; the replacement of drinking fountains and installation of infrastructure for classroom audiovisual systems at the Community Education Center; and the replacement of the mechanical system at the Kalamazoo Area Math and Science Center.
- 2019-19 in the amount of $305,990 from the 2018 bond for the installation of secure vestibules and remodeling at Prairie Ridge Elementary School and Spring Valley Center for Exploration.

Discussion:
President Sholler-Barber thanked the community for voting for KPS bonds that made projects like these a reality. She asked Mr. Start what would happen to these projects without bond money.

Mr. Start explained that many of these projects were necessary and that the money for them would have had to come out of the general fund. He noted that using general funds for these projects would reduce funding for teachers and support staff.

Mr. Start stated that security is extremely important. He noted that these secure vestibules will provide visitors direct entrance into the school office, which would provide a much more secure way for guests to enter buildings.

Trustee Hill asked for an explanation of diverse classroom library sets.

Dr. Rice explained that KPS had received money for these library sets from a number of places. He noted that the current bond had some money set aside for diverse classroom libraries. KPS had applied for a state grant to support diverse classroom libraries, and KPS was a part of a Western Michigan University (WMU) federal grant for which each school participating receives $20,000, which we are using for diverse classroom libraries. Dr. Rice stated that diverse classroom library sets are in second and third grades initially, kindergarten and first grades next, and fourth and fifth grade classrooms thereafter. He noted that KPS planned to add diverse libraries into the middle schools as well. Dr. Rice stated that it was important to understand that approximately 14 percent of all children’s literature nationally has a character of color in it. He noted that in KPS, 63 percent of students were of color and that we require a more diverse literature to be relatively representative of our student body.
MOTION: Implied to approve the Consent Calendar as presented.

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

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.

Sarah Bryans, 1932 Brentwood Avenue, Kalamazoo, introduced herself as an hourly teacher aide at Northglade Montessori Magnet School. She stated that the recent snow days had affected hourly employee income severely given 12 snow days. Ms. Bryans wanted to let the school board know what a concern this had been for many hourly employees. She stated her hope that KPS would consider following the lead of Grand Rapids Public Schools and Battle Creek Public schools in providing a stipend to their hourly employees. Ms. Bryans thanked the board members for all that they do.

Minchie Brockman, 707 Fairview Avenue, Kalamazoo, introduced herself as a parent of a Parkwood Upjohn Elementary School student and the current Parkwood Upjohn Parent Teacher Organization (PTO) secretary. She noted that she had put in many volunteer hours at Parkwood Upjohn, in the classroom, in PTO, and at school events. Ms. Brockman stated that the last five years had been very trying. She noted that parents continued to complain about the principal’s lack of interest in them and/or their children. Ms. Brockman explained that the parents had concerns regarding the lunchroom, bullying, parking, handwashing practices, illness, and behavior issues. She noted that parents were trying to find solutions with little support from the principal. Ms. Brockman stated that parents had lost faith that the principal could effectively lead the school. She noted that Parkwood Upjohn was losing families due to the lack of leadership at the school. Ms. Brockman asked the board to look into this situation and bring confidence back to Parkwood Upjohn families.

Laurin Weller, 1303 Sheridan Drive, Kalamazoo, introduced herself as a parent of two children at Parkwood Upjohn Elementary School. She stated that she had sent an email on February 28 sharing her concern regarding the lack of leadership at Parkwood Upjohn Elementary School. Ms. Weller noted that she had recently met with the principal who had been distracted during the meeting and showed little concern for her child’s success in school. She stated that she would continue to fight for her children and the staff at Parkwood Upjohn who seem to be in an environment of confusion, chaos, and lack of support.
Tonitta Fisher, 642 Lulu Street, Kalamazoo, introduced herself as an hourly teacher aide at Northglade Montessori Magnet School and a single parent. She noted how the lack of income during the twelve snow days had affected both her and her daughter. Ms. Fisher stated that she had struggled without a full paycheck since December 28, 2018, and was asking the board to consider providing a stipend to help cover some of those lost hours. She noted that it might be helpful to set up something for the future to avoid this situation happening again.

Jason Grubaugh, 724 Homecrest, Kalamazoo, introduced himself as a parent of two students at Parkwood Upjohn Elementary School. He thanked the board for what they do for the district and shared that he had taught at the high school level for 16 years and was currently teaching at Plainwell High School. Mr. Grubaugh noted that this was the first board meeting he had attended and that he had wanted to reach out to the board and make it aware of the current amount of violence at Parkwood Upjohn School. Mr. Grubaugh stated that after meeting with the building principal and her direct supervisor there seemed to be a discrepancy between the policy the school board had created and how it was being implemented in the building. He asked that the board take a special interest in Parkwood Upjohn and get it back to where it used to be. Mr. Grubaugh stated that he had often shared with others how pleased he had been with his experience in KPS; however, that opinion had now changed.

Amanda Miller, Mattawan, introduced herself as the president of the Kalamazoo Education Association (KEA). She noted that KEA had been advocating for a shared calendar of professional development. She stated that this calendar would relieve some of the days where there is a high need for substitute teachers due to overlapping professional developments. Ms. Miller explained that, with a shared calendar, both the individual buildings and the Administration Building would be aware of each other’s scheduled professional developments and stop the overlap, which creates the need for additional substitute teachers.

Ms. Miller stated that she was pleased that the board was discussing school parent forums. She noted that community members had been requesting this. Ms. Miller stated that she was looking forward to the announcement of the dates that these forums would take place. She explained that it was important that the school board hear from community members.

Ms. Miller offered her support to the hourly personnel who had lost pay due to the twelve snow days the district recently had. She also noted her support of the Parkwood Upjohn comments. Ms. Miller stated that KEA had filed grievances on this issue. She urged KPS to listen to the voices of teachers and their concerns for safety in school.

Barbara Williams, 1501 Blakeslee, Kalamazoo, introduced herself as a second year hourly teacher aide at Northglade Montessori Magnet School. She noted that this year’s twelve snow days had affected many hourly employees and their families. Ms. Williams stated that she appreciated being employed by KPS and wanted the board to please consider this situation and offer some sort of stipend to help them make up the lost income. She noted that this would make the hourly employees feel respected and appreciated for all they do for KPS.

IX. Reports and Recommendations
None.

X. Other Business
None.
XI. **Comments by Trustees**

Trustee Moore stated that after listening to the correspondence that secretary Trustee Hill reported, there was one communication that was notably absent. She stated that on February 11, the board had received an invitation from a community organizer to a school community forum that was to be held on February 25. Trustee Moore explained that the entire board had received this email, which had been sent to the addresses on the KPS website. She noted that on February 26 she had received an advance copy of the meeting packet, which included the correspondence log and that that email was not documented on the log. Trustee Moore stated that she had emailed Trustee Hill to ask about the omission and what the procedure was in to document this correspondence on the log. She noted that she had also spoken to President Sholler-Barber that day as well. Trustee Moore shared that she was told that the procedure for having a correspondence or communication with the board included on the record was that it needed to be sent to every board member in the same email, and she had confirmed with President Sholler-Barber that it had been done that way. She shared this with Trustee Hill via email later that evening and had asked that it be included on the communication log, and it still was not included. Trustee Moore stated that the forum had been cancelled due to weather, but felt that it was important that this invitation was included on the log. She read the email:

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Dear Kalamazoo Public Schools Board Trustees:

Majyck Dee and a collaboration of community organizations is seeking your participation at a school-community forum on February 25 from 6:00 to 7:30 pm at Allen Chapel AME Church in Kalamazoo. This event is intended to provide KPS families and school board members an opportunity to engage and learn, with the intention of furthering collaboration, transparency, good will, increasing community engagement, guidance and support of KPS’ efforts to provide a quality educational experience for all students in the district.

Through a moderated Q&A, board members will have the opportunity to answer questions from community members, address concerns, and learn more about the needs of Kalamazoo Public Schools’ students, families, and teachers. A full description of the forum rules and procedures is attached. Please email sixblaque@yahoo.com with any questions, and to confirm your participation as soon as possible.

We are hopeful that each elected trustee of the Board of Education will participate. Please note that while members of the administration are welcome to attend, participation on the panel is limited to elected trustees.

Thank you in advance for considering this opportunity to further demonstrate your commitment and availability to all of our KPS families.

Sincerely,
Majyck Dee
Parent, Well-Being Activist, Media Professional
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Trustee Moore stated that attached to this email was a list of the forum procedures. She stated that it was her understanding that this organizer did not receive a response from the board secretary and didn’t receive responses from most of the board members. Trustee Moore stated that it would appear that the board had chosen not to include this email because of feelings about the forum itself.
Trustee Jackson stated that he supported public forums and had participated in several during his campaign. He noted that he had first heard about this public forum by way of social media, Facebook. Trustee Jackson shared that he had not received a personal invitation sent to him before this forum was announced and posted on Facebook. He expressed that this was very misleading to announce that the board would be at this public forum without board members knowledge of the forum. Trustee Jackson stated that he did not want to mislead the public in any way. He considered himself to be very transparent, and wanted to state on the record that this forum was not organized in a proper way.

Trustee Hill stated that she had been remiss in reviewing the procedure for how correspondence to the Board of Education was handled. Trustee Hill read the following:

*Any correspondence that is addressed to the Board of Education will receive an acknowledgement from the board secretary. If additional follow-up is needed, the board will draft a response or ask Dr. Rice or an appropriate administrator to respond.*

*Any correspondence that is addressed to Dr. Rice and the Board of Education will receive a reply from Dr. Rice or the appropriate KPS administrator.*

*If an individual board trustee receives correspondence, that trustee will decide if there will be a response from that trustee, or he or she can bring it to the board and see if the board should respond or if the KPS administration should respond.*

*Neither the Board of Education nor the KPS administration responds to anonymous correspondence.*

Trustee Moore stated that she appreciated the clarification of the correspondence policy and that it was the same clarification that Trustee Hill had sent to her via email. She noted that it did not explain why this invitation was not included in the correspondence log. Trustee Moore stated that this did not explain why Trustee Hill as the board secretary did not acknowledge the email as she did the other emails that she had received. She noted that this invitation was sent to each trustee to the email addresses of record and that she had sent Trustee Hill a screen shot of this invitation. Trustee Moore stated that this invitation should be on the correspondence log and should have received a response from Trustee Hill similar to the one she had sent to Prevention Works.

Trustee Hill stated that she did not receive an email with an invitation to the community forum.

President Sholler-Barber stated that she did not receive an email with an invitation to the community forum.

Trustee Jackson stated that he had received an email several days after seeing this event posted on Facebook. However, as he had stated earlier, he had decided not to attend the event due to the misleading published information stating that the board was going to be at this event before the board had been invited.

Trustee Harrison stated that she was not sure what the issue was in regards to transparency. She noted that she wanted to do what was best for KPS students. Trustee Harrison shared that she wanted to spend her time working on the immediate issues of the lack of guest teachers, the loss of pay due to snow days, and building safety concerns. She stated that the board members that she had worked with in the past and the board that she was working with right now had no hidden agenda and wanted to serve the needs of KPS students.
President Sholler-Barber stated that she had attended a great event with KYDNet, a group for youth leadership. She also attended an open house for Education for Employment (EFE) and Education for the Arts (EFA) at the Air Zoo on February 5. President Sholler-Barber noted that there were 35 Early Middle College programs that KPS students could enroll in and finish in five years with a high school diploma and an associate’s degree or certificate that could transfer to a four-year institution. She shared that some of the available programs were Machinist, Graphic Design, Pipe Fitting, and Heating, Ventilation, and Air Conditioning (HVAC). She thanked Douglass Community Association Executive Director Sid Ellis for his leadership of the Douglass Community Association during its 100th anniversary.

Trustee Jackson stated the Douglass Community Center Association embodies many organizations such as the Kalamazoo Public Library, Boys and Girls Club, Work First, Rootead, Helen L. Fox Gospel Music Center, St. Luke’s Diaper Bank, Kalamazoo Loaves and Fishes, and many others. He noted that the Douglas Community Center was a hidden jewel of Kalamazoo’s north side.

President Sholler-Barber noted that Pam Kingery, executive director of Communities in Schools of Kalamazoo (CIS), was retiring and that the search committee was looking for a replacement. She noted that CIS was a wonderful partner to KPS that supplied Kids Closet, staff for the school food pantries, and after-school tutoring, and coordinated with community businesses, health care providers, and other nonprofits to bring outside resources inside schools.

President Sholler-Barber encouraged people to attend the Kalamazoo Central High School play, *Bang Bang You’re Dead*, starting February 28 and running through March 3, 2019. She noted that the play was about gun violence in America.

President Sholler Barber shared her concern for the hourly employees and their lack of pay due to the many recent snow days. She echoed what Trustee Harrison had stated earlier that the board members were here because they deeply cared about KPS. President Sholler-Barber noted that they would be having school forums and that they would be announced soon.

**Comments by the Superintendent**

Dr. Rice thanked parents and staff members who came to speak to the Board of Education this evening. He stated that on Wednesday, March 6, KPS would have Elementary School Literacy Night, and Thursday, March 7, Middle School Literacy Night. Dr. Rice noted that on March 13 there would be PEEP/kindergarten orientation sessions.

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

Trustee Jackson made a motion to go into a closed session.

**MOTION:** It was moved by Trustee Jackson, supported by Trustee Harrison, to move into a closed session meeting.

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

The board moved into closed session at 8:07 p.m.

**XIII.** The board returned from closed session to public session at 8:12 p.m. Ms. Sholler-Barber stated that there had been a misunderstanding on how a closed session is called. She explained that the only matters discussed were the rules that the board cannot go into closed session unless one previously states the reason for the closed session in accordance with the Michigan Open Meetings Act.
Ms. Sholler-Barber reiterated that all of the board members, new and old, now understand the procedures for calling a closed session to make sure that the board functions legally, appropriately, and in accordance with the Michigan Open Meetings Act. She thanked the audience for its understanding.

Ms. Sholler-Barber announced the next regular Board of Education meeting date: Thursday, March 14, 2019 at 7:00 p.m. and adjourned the meeting at 8:15 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
TO: Board of Trustees

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

DATE: March 14, 2019

SUBJECT: Personnel Changes

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

I. Employment
   A. Professional/Management
      Andrea L. Creager, Science Teacher, Maple Street Magnet School for the Arts, 3/18/2019
   
   B. Classified
      Sarah M. Collins, Achievement and Academic Behavior Support Specialist, Parkwood Upjohn Elementary School, 3/13/2019

II. Promotions/Key Transfers
   A. Professional/Management
   B. Classified

III. Leaves of Absence
   A. Professional/Management

IV. Terminations
   A. Professional/Management
      Martha J. Bielby, 2nd Grade Teacher, Northeastern Elementary School, Retiring, Last day of school for teachers
      Tamara J. Elliott, Special Education Teacher, Loy Norrix High School, Retiring, 6/30/2019
      Mary L. Kretovics, Special Education Teacher, Woods Lake Elementary: A Magnet Center for the Arts, Retiring, 6/30/2019
      Sandra D. Lundquist, Principal, Dr. Martin Luther King, Jr. in Westwood Elementary School, Retiring, 6/30/2019
      Randy A. Rowe, Math Teacher and Coach, Loy Norrix High School, Retiring, Last day of school for teachers
      Nancy I. Vader, Kindergarten Teacher, Dr. Martin Luther King, Jr. in Westwood Elementary School, Retiring, 6/30/2019
      Brenda S. Wolterink, Food Service Manager, Loy Norrix High School, Terminated, 3/4/2019
      James J. Wright, Science Teacher, Kalamazoo Central High School, Retiring, Last day of school for teachers
B. Classified
Michael C. Champion, Mechanic Foreman, Transportation, Retiring, 7/26/2019
Kristi R. McPherson Burns, Instructional Project Assistant, Teaching & Learning Services, Resigned, 3/22/2019
Reginal Shaw, Jr., Special Education Paraprofessional, Loy Norrix High School, Resigned, 2/28/2019
JoAnn E. Tree, Special Education Paraprofessional, Arcadia Elementary School, Retiring, end of 2018-2019 school year
Carol S. Willson, Special Education Paraprofessional, Winchell Elementary School, Retiring, end of 2018-2019 school year

V. Termination from Leave of Absence
A. Professional/Management

B. Classified

VI. Return from Leave of Absence
A. Professional/Management

B. Classified
TO:       Board of Trustees
FROM:    Michael F. Rice, Ph.D., Superintendent
DATE:    March 14, 2019
SUBJECT: Board Member Expense Summary Reports

RECOMMENDATION: It is recommended that the Board of Trustees approve the attached Board member expense summaries for Patti Sholler-Barber and Jennie Hill for attendance at the National School Boards Association Advocacy Institute on January 27-29, 2019.

RATIONALE: Board Policy 1.3, Board Member Compensation and Reimbursement, stipulates that the district will compensate trustees for actual, reasonable, and necessary expenses as authorized by the Board of Trustees.
BOARD MEMBER EXPENSE SUMMARY

Board Member: Patti Sholler-Barber
Date: March 14, 2019
Name of Event: NSBA Advocacy Institute
Date of Event: January 27-29
Location: Washington, DC
Registration: $695.00
Hotel: $446.50
Flight: $601.00
Per Diem: $276.00
Total Cost: $2,018.50
# BOARD MEMBER EXPENSE SUMMARY

**Board Member:** Jennie Hill  
**Date:** March 14, 2019  
**Name of Event:** NSBA Advocacy Institute  
**Date of Event:** January 27-29  
**Location:** Washington, DC  
**Registration:** $695.00  
**Hotel:** $446.50  
**Flight:** $601.00  
**Per Diem:** $276.00  
**Total Cost:** $2,018.50
March 19, 2019

MEETING ANNOUNCEMENT FOR THE KALAMAZOO PUBLIC SCHOOLS BOARD OF EDUCATION

A regular meeting of the Board of Education of the Kalamazoo Public Schools will be held on Thursday, March 28, 2019 at 7:00 p.m. in the Board Room of the Administration Building, 1220 Howard Street, Kalamazoo, MI 49008.

KALAMAZOO PUBLIC SCHOOLS

Jennie Hill, Secretary
Board of Education

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

I. Call to Order

II. Pledge of Allegiance

III. Attendance

IV. Announcements and Recognitions

V. Committee Reports/School Reports

VI. Correspondence

VII. Consent Calendar Items
   A. Minutes
      March 14, 2019 Regular Meeting Minutes
   
   B. Business and Financial Reports
      Purchase Recommendation 2019-20
   
   C. Personnel Items
      Personnel Changes
   
   D. Other

VIII. Persons Requesting to Address the Board (3 minutes individual limit)

IX. Reports and Recommendations
    A. Policy 3.10 – Tobacco, Drug, Marijuana, and Alcohol Use – First Reading
    B. Policy 4.10 – Homeless Student Education – First Reading
    C. Governor Whitmer’s 2019-20 Budget Proposal

X. Other Business

XI. Comments by Trustees/Superintendent

XII. Closed Session (if needed)

XIII. Next Regular Board of Education Meeting: Thursday, April 11, 2019
KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
March 14, 2019 – Regular Meeting

I. Call to Order
President Patti Sholler-Barber called the March 14, 2019 regular Board of Education meeting to order at 7:01 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, Jermaine Jackson, Tandy Moore, Jason Morris, and Patti Sholler-Barber. Superintendent Dr. Michael Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee presented Arcadia Elementary School Turnaround students: Jonquell Hoard (unable to attend), first grade; Dominic Hunter and Retal Okailat, second grade; Batoul Almutairy and Cianna Hobson, fourth grade; and A’mare Perry, fifth grade.

Also in attendance and introduced by Mr. Lee was Arcadia Elementary School Principal Greg Socha. Mr. Socha introduced Arcadia Elementary staff Teresa Knoechel, Kelly Dopheide, Tony Spencer, Stephanie Gamble, and Myah VanTil. The students’ parents and family members in the audience were also recognized.

Mr. Lee shared a letter written to Auditorium and Communication Specialist, Community Education Center Mr. Doug Blickle on behalf of the Kalamazoo Symphony Orchestra (KSO) Education Team. KSO thanked Mr. Blickle for his leadership, assistance, and patience during the entire youth concert this past week and looked forward to working with Mr. Blickle in future seasons.

V. Committee Reports
None.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of February 29 through March 14, 2019. (File #16.)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A.1. February 28, 2019 Board Dinner Meeting Minutes; VII.A.2. February 28, 2019 Regular Meeting Minutes; and February 28 Closed 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, 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.

Tim Bartik, 1121 Hillcrest Avenue, Kalamazoo, introduced himself as a KPS resident and former member of the KPS Board of Education from 2000-2008. He stated his concern that not enough media and public attention were focused on student achievement in KPS. Mr. Bartik noted that KPS had made considerable progress on student achievement. He stated that graduation rates were one indicator of student improvement despite the problems with state funding. Mr. Bartik stated that the public needed to be made more aware of the challenges of school funding. He shared that research showed that for every $1 increase in school funding, the lifetime earnings increased by $5, a five to one return. Mr. Bartik noted that Governor Whitmer’s budget makes progress but is only a first step.

Eric Brisach, 3637 Northfield Trail, introduced himself as a former KPS Board of Education member from 1999-2011. He noted that the recent articles in the Kalamazoo Gazette about KPS board issues, board governance, and board relationships, took the focus off of student achievement. Mr. Brisach encouraged the board to work together as a body to make positive change. He stated that it was important for the board to build a strong team.

Kenjji Jumanne-Marshall, 437 Fairfax Avenue, introduced himself as a parent of a student at Parkwood Upjohn Elementary School. He stated that the administration at Parkwood Upjohn called the police on his ten year old because she had an imaginary gun. Mr. Jumanne-Marshall believed this to be an overreaction on the administration’s part and that the code of conduct was not followed as written. He noted that a three-day suspension ended up being seven days out of school for his daughter due to difficulty in scheduling a re-entry meeting. Mr. Jumanne-Marshall stated that he had lost trust in Parkwood Upjohn and its administration.

IX. Reports and Recommendations

KPS Graduation Rates

Dr. Rice stated that when President Obama spoke at the Kalamazoo Central High School 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%. He noted that eight years later, in 2018, the district four-year graduation rate had risen by 12 percentage points, to 75.2%, the district’s highest level since the advent of the current national graduation rate formula instituted in 2008.
KPS Graduation Rates
(4-Year)

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
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<tbody>
<tr>
<td>KPS</td>
<td>65.2%</td>
<td>68.8%</td>
<td>71.0%</td>
<td>69.0%</td>
<td>72.9%</td>
<td>75.2%</td>
</tr>
<tr>
<td>State</td>
<td>77.0%</td>
<td>78.6%</td>
<td>79.8%</td>
<td>79.7%</td>
<td>80.2%</td>
<td>80.6%</td>
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</table>

*Highest rate in 11 years under the current uniform federal formula

In 2018, the district four-year graduation rate had risen to 75.2%, a 12-percentage point increase since the president’s visit. This four-year rate is the district’s highest in the 11-year history of the uniform federal graduation rate formula.

KPS compares favorably to our socioeconomic peers in four-year graduation rates: Flint, 66.8%; Grand Rapids, 71.3%; Lansing, 64.3%; and Saginaw 79.4%. Saginaw has no alternative high schools; children who leave their traditional high schools for another school leave the district.

Free and Reduced-Price Lunch Percentages
KPS v. State, 2017-18

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<table>
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<tbody>
<tr>
<td>KPS</td>
<td>70.4%</td>
</tr>
<tr>
<td>State</td>
<td>50.7%</td>
</tr>
</tbody>
</table>

Dr. Rice stated that in 2017-18, KPS free and reduced-price lunch percentage was almost 20 percentage points higher (roughly 40 percent higher) than the state as a whole.

KPS v. State Graduation Rates
(4-Year)

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2021 Board of Education Goal: 79.0%

In spite of significantly greater poverty than the state as a whole, KPS has reduced the gap with the state from 2013 to 2018 by more than one-half, from 11.8 percent to 5.4 percent.

Dr. Rice stated that KPS comprehensive high schools, Kalamazoo Central High School and Loy Norrix High School, were both higher than the state’s four-year average in 2018: Kalamazoo Central at 88.9 percent and Loy Norrix at 82.8 percent four-year graduation rates.

KPS Graduation Rates
(5-Year)

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
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<tbody>
<tr>
<td>KPS</td>
<td>72.4%</td>
<td>73.3%</td>
<td>78.3%</td>
<td>76.5%</td>
<td>80.4%</td>
</tr>
<tr>
<td>State</td>
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*Highest rate in 11 years under the current uniform federal formula
Some children take an additional year to graduate. The district's five-year graduation rate is 80.4%, the highest rate in the last 11 years under the current uniform federal formula.

KPS compares favorably to its socioeconomic peers in five-year graduation rates: Flint at 72.0%; Grand Raids at 70.5%; Lansing at 65.9%; and Saginaw at 79.6%.

From 2014 to 2018, KPS cut the gap with the state by almost two-thirds, from 8 percentage points to 2.8 percentage points below the state, only six-tenths of a percentage point below the board’s 2021 goal.

KPS is very close to the board goal of 81.0 percent five-year graduation rate by 2021.

<table>
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<tr>
<th>KPS v. State Graduation Rates (5-Year)</th>
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<tbody>
<tr>
<td>2014</td>
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<tr>
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</tr>
<tr>
<td>KPS</td>
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<tr>
<td>State</td>
</tr>
<tr>
<td>2021 Board of Education Goal: 81.0%</td>
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KPS African American male four-year graduation rates have increased each of the last five years. Since 2013, the graduation rate has increased from 46.7 percent in 2013 to 61.5 percent in 2018, an increase of 14.8 percentage points over the last five years.

<table>
<thead>
<tr>
<th>KPS African American Male Graduation Rates (4-year)</th>
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<tbody>
<tr>
<td>2013</td>
</tr>
<tr>
<td>-------</td>
</tr>
<tr>
<td>46.7%</td>
</tr>
<tr>
<td>Increased 5 years in a row</td>
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</table>

Across the state and country, graduation rates for African American young men are of issue and need to be improved.

At 61.5%, the KPS African American male four-year graduation rate is higher than Flint’s at 59.1%, but lower than the state’s 64.1% by 2.6 percentage points. Grand Rapids is at 62.4%, Lansing at 62.5%, and Saginaw at 71.1%.

At 66.5%, the KPS African American male five-year graduation rate is higher than Lansing at 59.3%, but just below the state at 67.2%. Grand Rapids is at 67.4%, Flint at 69.4%, and Saginaw at 76.6%.

The district's rolling three-year graduation rate for graduation in four years has increased each of the last seven years. For 2016 through 2018, the rate was 72.4%. Seven years ago, the district's rolling three-year graduation rate for graduation in four years was 63.7% for 2009 through 2011.
The district's rolling three-year graduation rate for graduation in five years has also increased each of the last seven years. For 2016 through 2018, the rate was 78.4%. Seven years ago, the district's rolling three-year graduation rate for graduation in five years was 69.4% for 2009 through 2011.

Dr. Rice shared that KPS had 454 graduates in 2005 and 692 graduates in 2018, a 52% increase in 13 years.

Recent Initiatives to Increase District Student Achievement and Graduation Rates:
- Staff and community mentoring of students, 2015-present;
- Culturally responsive education professional development, 2015-present;
- Restructuring of Phoenix High School; and
- Creation of the Kalamazoo Innovative Learning Program in 2016.

Earlier Initiatives (Still in the Pipeline) to Increase Student Achievement and Graduation Rates:
- Creation and expansion of full-day pre-kindergarten at high poverty schools in 2013 and 2014;
- Expansion of full-day kindergarten from 176 to 962 students in 2008;
- Lift Up Through Literacy parent education and family literacy programs in sites throughout the community;
- Curriculum and professional development;
- Upper elementary teacher specialization;
- Adoption of new K-5 English language arts materials in 2013;
- Adoption of new K-5 math materials in 2017;
- Adoption of new K-5 writing materials in 2017; and
- Eight books in the summer to all 6th, 5th, 4th, and 3rd graders in 2010, 2012, 2013, and 2017, respectively. A total of 32,000 books are now distributed each summer.

Dr. Rice thanked the tremendous efforts of KPS teachers, support staff, administrators, senior staff, and community partners. He also thanked the Board of Education for its support of the major initiatives in the setting of policies, long-term goals, and budgets to help drive higher student achievement.
Board discussion:
President Sholler-Barber thanked Tim Bartik and Eric Breisach who were at tonight’s meeting and had helped with many of the early board initiatives to improve student academic achievement. She thanked the teachers who mentor and care for KPS children every day.

Trustee Greschak stated that there was a lot of good news with graduation rates and the work that was being done in the classrooms. He asked Dr. Rice to talk about how KPS was better preparing students by challenging them in Advanced Placement (AP) courses and what kind of success students were having in these classes.

Dr. Rice stated that in January 2008, the board had approved measures to drive higher participation and success in Advanced Placement (AP) coursework. He noted that it takes a decade to grow a mature AP program. Dr. Rice explained that since January 2008, 156 percent more students take AP courses, 313 percent more African American/multi-ethnic students take AP courses, 402 percent more economically disadvantaged students take AP courses, and 1,212 percent more Latino students take AP courses. There has been a 226 percent increase in the number of AP courses taken in the last 11 years. He stated that the board had approved in 2008 an expansion of AP course offerings, and course sections, and had agreed to have KPS pay for all AP end-of-year tests for KPS students. Dr. Rice noted that the percentage of students getting a three or better on the end-of-year AP tests (college credit at many post-secondary institutions on a 1-5 scale) had increased six years in a row. He also shared that the number of kids getting a three or better on the test had increased for ten consecutive years.

Trustee Hill stated that she had joined the board in 2011 and was impressed to see graduation rates steadily climb. She thanked the teachers who work with students every day and help them discover their potential, support staff, transportation department, food services, and administrators. Trustee Hill stated how much she appreciated and learned from these presentations. She noted that Director of Student Services Nkenge Bergen and Director of Special Education Rikki Saunders had recently given an informative presentation on student behavior, discipline, and restorative justice, and Assistant Superintendent of Teaching and Learning Services Cindy Green had presented on curriculum. Trustee Hill shared that Deputy Superintendent for Business, Communications and Operations Gary Start had kept the board informed about finances, bond issues, and was very transparent about how the dollars were spent. She thanked Dr. Rice for his leadership.

Trustee Hill explained that she had three children who had taken AP classes at Loy Norrix High School. She noted that her youngest daughter had more AP choices by the time she attended and that she had taken all of the AP math classes available to her. Trustee Hill stated that her daughter was now a math teacher in KPS.

Trustee Moore stated that this report was really encouraging and showed the district’s capability. She asked Dr. Rice what the Phoenix High School graduation rate was.

Dr. Rice stated that the Phoenix High School graduation rate was just over 50% in 2018. He noted that Phoenix had a very small number of students and that the graduation rate can move quite a bit as a result. Dr. Rice stated that when you have 50 students in a given class, each student counts as two percent. He noted that these numbers were substantially less stable than larger school numbers.
Trustee Moore stated that she was curious how Saginaw graduation rates differ if they didn’t have alternative high schools. She asked if there was available data online to find out how many students were leaving their traditional school buildings in Saginaw.

Dr. Rice indicated that he was unaware of the public availability of this data.

President Sholler-Barber thanked the teachers for helping change lives of KPS students. She noted that even with funding challenges, housing challenges, and food challenges, KPS enrollment continued to grow. President Sholler-Barber stated that the 75.2 percent graduation rate was a big increase and that KPS was doing an incredible job with the five-year graduation rate of 80.4 percent. She thanked previous board members, her current board members, senior staff, Dr. Rice, and the community.

Dr. Rice thanked Director of Secondary Education Johnny Edwards for his efforts in helping drive AP and graduation rates. He stated that our community partners are very important in our efforts as well. Dr. Rice noted that Community in Schools of Kalamazoo (CIS) was in 20 of our 26 schools and was an integral part of our work to help our students graduate and move on to post-secondary education. He stated that the incalculable effect of the Kalamazoo Promise had changed conversations with children as they move in to and through high school and with parents and grandparents. Dr. Rice noted that the Kalamazoo Promise provided financial resources to our students once they graduate from high school.

Trustee Greschak stated that for the board’s consideration he would like to propose a board advance to provide an opportunity to learn about each other as a new board.

President Sholler-Barber stated that she would give this request to the evaluation committee to come up with a recommendation. She noted that they would announce the advance soon.

X. Other Business
None.

XI. Comments by Trustees
Trustee Moore stated that she appreciated Trustee Greschak’s suggestion of a board advance. She noted that the board had decided to discontinue dinner meetings and that she felt that it had been the right decision. Trustee Moore stated that the board was looking into alternative opportunities for those deeper discussions and exploration of issues that would include the community.

Trustee Moore stated that she had attended a recent Portage Public Schools board meeting. She noted that she had been very impressed with a presentation by eighth grade students and their teacher regarding the new construction in their district. Trustee Moore stated that skilled tradesmen who were working on their building came into their classroom and taught them skills such as dry walling, energy efficiency, and wiring. She noted that it had been a hands-on learning experience with an opportunity to actually hang drywall on a sample in their classroom. Trustee Moore hoped that the upcoming building projects in KPS might provide similar opportunities for students in KPS to learn about these trades. She stated that she would like to suggest to the board the addition of career ready to our statement of college going culture.

President Sholler-Barber agreed with Trustee Moore. She stated that she was asked when they first discussed cancelling the dinner meetings what other various boards in the area do for meetings and she thought exploring that would be very helpful.
Trustee Greschak stated that he loved the idea of experiential learning and hoped that the board could discuss the topic at a future meeting. He noted that he had had the pleasure of reading to students at the Parkwood Upjohn literacy night. Trustee Greschak expressed his appreciation of the welcoming atmosphere of the parents and staff at this special event.

Trustee Jackson stated that he appreciated the partnership with the Kalamazoo Public Library (KPL) and KPS. He noted that he was looking forward to the upcoming first grade library visits and watching the children discover new books and library materials. Trustee Jackson shared that it was always fun to see the excitement on the children’s faces while having books read to them.

Trustee Hill stated that she also had been a reader at Parkwood Upjohn literacy night. She also visited Winchell Elementary on literacy night and noted that they had had a science fair the same evening. Trustee Hill stated that there had been really fun science experiments created by the students.

Trustee Hill stated that she had attended the Kalamazoo Central theatre production of *Bang Bang You’re Dead*. She noted how much she had enjoyed it and that it really made you think about how different life is for students today compared to when she grew up and the pressure that the changes add to their lives.

Trustee Hill stated that she attended the art show at Bronson Hospital and shared that there would be an art show on Saturday, March 16 from 11:00 am to 4:00 p.m. at the Kalamazoo Institute of Arts with free admission. She also shared that two Kalamazoo robotic teams, Zoobotics and Stryke Force, both with team members from the area including KPS students, had recently competed at a competition on March 7 at St. Joseph High School. Trustee Hill stated that both teams had made it to the semi-finals. She shared that their next competition would be at East Kentwood High School on March 29 and 30.

Trustee Morris thanked the board members that were able to participate in KPS literacy nights. He thanked the Parkwood Upjohn teachers for putting on such a great event. Trustee Morris shared that the program was very interactive and that he had had the privilege of reading to students and that he had really enjoyed that.

President Sholler-Barber stated that she had attended the KPS literacy night at Milwood Elementary School and that the Kalamazoo Promise had had a great presentation during the event. She also visited Greenwood Elementary School and Washington Writers’ Academy and saw many community partners there such as the Kalamazoo Public Library, the Kalamazoo Nature Center, and the Kalamazoo Department of Public Safety.

President Sholler-Barber stated that she attended the Kalamazoo Central theatre production of *Bang Bang You’re Dead*. She noted that it had addressed bullying, gun violence, and depression. President Sholler-Barber stated that the students had done a great job hitting on so many different issues.

President Sholler-Barber stated that she had attended kindergarten orientation on March 13 and that it was fun to see such eager students excited to be there. She thanked the entire KPS staff for helping all students KPS achieve.
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 8:23 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, March 28, 2019 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
TO: Board of Trustees

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

DATE: March 28, 2019

SUBJECT: Approval of the Attached Purchase Recommendation

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

RATIONALE: In general, purchases greater than $24,459 for materials, supplies, equipment, building construction, renovation, or repair are brought before the board for approval.

The attached purchase recommendation data sheet includes all purchases that require approval at this time. Aspects of the purchases that are considered significant to the decision-making process are outlined on the data sheet.
KALAMAZOO PUBLIC SCHOOLS

PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: March 28, 2019
Request Number: 2019-20
Amount: $235,681.00

Item: Security Cameras at Three Buildings

Cost Center: 2018 Bond

Cost Center Representative(s) Attending Board Meeting: Karen Jackson

Description of Need:
Security cameras will be installed at the Community Education Center, South Westnedge School (currently the location for the Kalamazoo Innovative Learning Program), and the new Transportation Center on Ravine Road.

Vendor: See attached spreadsheet

Number of Proposals Requested: 12 Received: 7

Low Bid Accepted? Yes

Additional Information:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bid Amount</td>
<td>$224,458.64</td>
</tr>
<tr>
<td>Contingency</td>
<td>$11,222.36</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$235,681.00</strong></td>
</tr>
</tbody>
</table>

The 2018 bond included a district-wide budget for security equipment. This purchase is within the overall parameters of the budget.
CONTRACTOR RECOMMENDATIONS
Projects: SECURITY CAMERAS at COMMUNITY EDUCATION CENTER, SOUTH WESTNEDGE SCHOOL and TRANSPORTATION
Owner: Kalamazoo Public Schools
Architect: TowerPinkster
Construction Manager: The Skillman Corporation
Bid Dates: November 27 and December 20, 2018

<table>
<thead>
<tr>
<th>BID CATEGORY</th>
<th>RECOMMENDED CONTRACTOR</th>
<th>BID AMOUNT</th>
<th>ALTERNATES</th>
<th>TOTAL AMOUNT</th>
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<tbody>
<tr>
<td>COMMUNICATIONS</td>
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<td></td>
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</tr>
</tbody>
</table>

$224,458.64
TO: Board of Trustees
FROM: Michael F. Rice, Ph.D., Superintendent
DATE: March 28, 2019
SUBJECT: Personnel Changes

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

I. Employment
   A. Professional/Management
      Sandra K. Shaw, Itinerant Instrumental Music Teacher, Maple Street Magnet School for the Arts, Kalamazoo Central High School, Loy Norrix High School, 7/1/2019
   B. Classified

II. Promotions/Key Transfers
   A. Professional/Management
   B. Classified

III. Leaves of Absence
    A. Professional/Management

IV. Terminations
    A. Professional/Management
       Michael J. Venner, English Teacher, Milwood Magnet School: A Center for Math, Science and Technology, Resigned, 3/29/2019
    B. Classified
       Frances A. Mills, School Secretary, Middle School Alternative Learning Program, Retiring. 6/20/2019

V. Termination from Leave of Absence
    A. Professional/Management
    B. Classified

VI. Return from Leave of Absence
    A. Professional/Management
    B. Classified
P O L I C Y
of the
BOARD OF EDUCATION
KALAMAZOO PUBLIC SCHOOLS

3.10 Tobacco, Drug, Marijuana, and Alcohol Use

Policy
The district will establish a tobacco-, drug-, marijuana-, and alcohol-free learning and working environment.

Specifics

1. The possession, use, concealment, transportation, promotion or sale of illegal drugs, controlled substances, unauthorized prescription drugs, or alcoholic beverages is prohibited on all district properties.

2. The district prohibits the possession of marijuana, marijuana accessories, and/or marijuana products and/or their use or consumption on district property, school buses, or at any district-sponsored activity or program.

3. The district reserves the right, upon reasonable suspicion, to conduct searches for prohibited substances.

4. The district reserves the right, upon reasonable suspicion, to have a physician determine if prescription drug use may require restriction of the user’s activities.

5. The district reserves the right, upon reasonable suspicion, to require drug or alcohol testing.

6. The district prohibits the use of tobacco products on school premises, in school vehicles, at all school-sponsored activities or events, and in all school buildings and facilities owned and/or operated by the district.

a. “Tobacco product” means a preparation of tobacco to be inhaled, chewed, or placed in a person’s mouth.

b. “Use of a tobacco product” means any of the following:

   (i) The carrying by a person of a lighted cigar, cigarette, pipe, or other lighted smoking device.

   (ii) The inhaling or chewing of a tobacco product.

   (iii) The placing of a tobacco product within a person’s mouth.

   (iv) The smoking of electronic, “vapor,” or other substitute forms of cigarettes, clove cigarettes, or other lighted smoking devices for burning tobacco or any other substance.

   c. Tobacco advertising or promotions is prohibited on signs, or sponsorship of district events.

Adopted: January 9, 2003
Revised: January 21, 2016
First reading: March 28, 2019
This policy supersedes all other policies on this issue.
POLICY
of the
BOARD OF EDUCATION
KALAMAZOO PUBLIC SCHOOLS

4.10 Homeless Student Education

Policy
In accordance with the McKinney-Vento Homeless Assistance Act, Kalamazoo Public Schools (KPS) will provide children who reside in the Kalamazoo Public School D district or whose last school was a KPS school and who meet the federal act’s definition of “homeless” with a free and appropriate public education in the same manner as all other students of the district.

Specifics
1. Homeless students will not be stigmatized or segregated on the basis of their status as homeless.

2. Homeless students will not be denied enrollment based on lack of proof of residency.

3. Homeless students will be provided with services comparable to other students in the district, which may include: transportation services, educational services for which the homeless student meets eligibility criteria, including services provided under any applicable federal laws Title I of the Elementary and Secondary Education Act or similar state laws and local programs, such as educational programs for children with disabilities, educational programs for students with limited English proficiency, and school nutrition programs.

4. The superintendent will appoint a liaison for homeless children who will perform duties as assigned by the superintendent. Additionally, the liaison will coordinate and collaborate with the state designee for the education of homeless children and youth, as well as with community and school personnel responsible for the provision of education and related services to homeless children and youth.


Adopted: October 14, 2010
First reading: March 28, 2019

This policy supersedes all other policies on this issue.
April 2, 2019

MEETING ANNOUNCEMENT FOR THE
KALAMAZOO PUBLIC SCHOOLS BOARD OF EDUCATION

A regular meeting of the Board of Education of the Kalamazoo Public Schools will be held on Thursday, April 11, 2019 at 7:00 p.m. in the Board Room of the Administration Building, 1220 Howard Street, Kalamazoo, MI 49008.

KALAMAZOO PUBLIC SCHOOLS

Jennie Hill, Secretary
Board of Education

- Please contact the Superintendent’s Office in advance of the meeting if auxiliary aids or services for individuals with disabilities are needed.

- Official minutes of Kalamazoo Public Schools Board of Education open meetings are available for inspection within eight working days of the meeting at the Superintendent’s Office, 1220 Howard Street, Kalamazoo, MI 49008.
I. Call to Order

II. Pledge of Allegiance

III. Attendance

IV. Announcements and Recognitions

V. Committee Reports/School Reports

VI. Correspondence

VII. Consent Calendar Items
   A. Minutes
      March 28, 2019 Regular Meeting Minutes
   B. Business and Financial Reports
      Purchase requests 2019-21, 2019-22, and 2019-23
   C. Personnel Items
      Personnel Changes
   D. Other

VIII. Persons Requesting to Address the Board (3 minutes individual limit)

IX. Reports and Recommendations
   A. Policy 3.10 – Tobacco, Drug, Marijuana, and Alcohol Use – Second Reading
   B. Policy 4.10 – Homeless Student Education – Second Reading

X. Other Business

XI. Comments by Trustees/Superintendent

XII. Closed Session (if needed)

XIII. Next Regular Board of Education Meeting: Thursday, April 25, 2019
I. Call to Order
President Patti Sholler-Barber called the March 28, 2019 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, Jermaine Jackson, Tandy Moore, Jason Morris, and Patti Sholler-Barber. Superintendent Dr. Michael Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee presented Loy Norrix High School Turnaround Students: David Scott, ninth grade; Shaughnsey Brown (unable to attend) and Solomon Thrash, tenth grade; Jahzara Ademodi and Benjamin Gatewood, eleventh grade; and Jaquelyn Castillo-Bonilla (unable to attend) and Naree Mitchell, twelfth grade.

Also in attendance and introduced by Mr. Lee was Loy Norrix High School Principal Chris Aguinaga. The students’ parents and family members in the audience were also recognized.

V. Committee Reports
Teaching and Learning Council - Trustee Greschak, representative, stated that the committee had met on March 21 and had reviewed new materials for K-5 science and sixth grade English language arts and new diverse classroom library books. He noted that he was impressed with the involvement of teachers in the selection of these materials. Trustee Greschak encouraged parents to visit these libraries and see how KPS is incorporating books with diverse populations.

Trustee Greschak stated that the committee had had an update on the new state of Michigan third grade reading law that would begin with children who were in third grade in the 2019-20 school year. He noted that the law states that students may be retained in third grade if they are more than one grade level behind in reading at the end of third grade. Trustee Greschak explained that letters would be sent home to parents to explain this law and to encourage them to participate in programs to help students increase their reading levels such as summer school, summer programs at the library, and Lift Up Through Literacy.

Operations Committee - Trustee Greschak, chair, stated that the committee had met on March 19 and had discussed Governor Whitmer’s budget proposal and that they would hear more about the proposal at tonight’s meeting.

Policy Committee - Trustee Greschak, representative, stated that the committee had met on March 19 and had reviewed Policy 3.10 Tobacco, Drug, Marijuana, and Alcohol Use and Policy 4.10 Homeless Student Education. He noted that the committee had also looked at Policy 5.7 Suspension, Exclusion, Expulsion, and Permanent Expulsion.

Evaluation Committee - Trustee Hill, chair, stated that the committee had met on March 18 and had discussed the new state of Michigan third grade reading law, which would begin in the 2019-
20 school year. She encouraged families to read with their children, use site word flash cards, and to participate in the Lift Up Through Literacy program. She noted that if parents/guardians had concerns regarding their child’s reading, they should speak with their teachers for additional help. Trustee Hill shared that kindergarten classes are beginning to fill up; however, there are still some available spots. She suggested that parents/guardians call 337-0161 to register your child for both kindergarten and PEEP.

Trustee Hill spoke about the variety of tests for students such as the WIDA test for English language learners, M-STEP, and NWEA-MAP. She assured parents that student needs are well cared for during these tests.

Communities in Schools (CIS) Patti Sholler-Barber, representative, stated that the committee had met on March 15 and had discussed the interviewing process for a new executive director. She noted that Executive Director of Communities in Schools (CIS) of Kalamazoo, Pam Kingery, would retire in June. President Sholler-Barber stated that the committee had also had a presentation on the infrastructure of CIS, its budget, and its funding.

Curriculum Committee - Patti Sholler-Barber, chair, stated that the committee had met on March 20 and had had a presentation on the New Teacher Center Training for KPS teacher mentors. She noted that this training was teaching KPS teachers and coaches how to assist new teachers in the field of education. President Sholler-Barber also shared that the committee had learned about the Foundations Training through Safe and Civil Schools. She noted that this was a program that builds leadership and develops skills and knowledge to improve school climate. President Sholler-Barber explained that both New Teacher Center training and Foundations training would continue through the end of June.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of March 15 through March 28, 2019. (File #17.)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. March 14, 2019 Regular Meeting Minutes; VII.B. Purchase Recommendation 2019-20; and VII.C. Personnel Changes.

- Purchase recommendation 2019-20 in the amount of $235,681 from the 2018 bond for the purchase of new security cameras at the Community Education Center, South Westnedge School (currently the location for the Kalamazoo Innovative Learning Program), and the new Transportation Center on Ravine Road.

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.

Dominque Grays, 3005 Heatherdowns Lane, Kalamazoo, introduced herself as a parent of five children. She noted that she receives phone calls from school while she is at work and that it worried her that something had happened to her children. Ms. Grays stated that most of these calls were safety alerts. She asked why KPS did not have metal detectors to help stop students from bringing weapons into school.

Amanda Miller, Mattawan, introduced herself as the president of the Kalamazoo Education Association (KEA). She invited board members to participate in a school-community forum on April 29 from 6:30 to 8:00 at First Baptist Church in Kalamazoo. She noted that this event was to provide KPS families and school board members an opportunity to engage in further collaboration.

Ms. Miller thanked the district for meeting with the KEA and UAW to discuss safety and student conduct in KPS schools. She noted that they had met twice to discuss possible next steps.

Jamie Deleeuw Balint, 3643 Northfield Trail, Kalamazoo, introduced herself as a parent of three children in KPS. She stated that a bond had been passed recently to build secure entrances to KPS buildings and asked why it was taking so long for this project to begin. Ms. Balint noted that a grandparent had caused a disturbance at King-Westwood Elementary School. She stated that she felt it was important to begin construction on the safe school entrances as soon as possible.

Brionne Fonville, Kalamazoo, introduced herself as someone who had worked in non-profits for the past five years and as a substitute teacher for KPS. She stated that she was in attendance to support the school-community forum on April 29 that the board had been invited to at tonight’s meeting. Ms. Fonville felt that this forum would be a wonderful opportunity for the community to have a direct conversation with board members.

IX. Reports and Recommendations
A. Policy 3.10 Tobacco, Drug, Marijuana, and Alcohol Use – First Reading
   Trustee Greschak stated that the committee had gone over this policy and updated some language and made this policy a more current document. He read Policy 3.10:

   **3.10 Tobacco, Drug, Marijuana, and Alcohol Use**

   **Policy**
   The district will establish a tobacco-, drug-, marijuana-, and alcohol-free learning and working environment.

   **Specifies**

   1. The possession, use, concealment, transportation, promotion or sale of illegal drugs, controlled substances, unauthorized prescription drugs, or alcoholic beverages is prohibited on all district properties.
2. The district prohibits the possession of marijuana, marijuana accessories, and/or marijuana products and/or their use or consumption on district property, school buses, or at any district-sponsored activity or program.

3. The district reserves the right, upon reasonable suspicion, to conduct searches for prohibited substances.

4. The district reserves the right, upon reasonable suspicion, to have a physician determine if prescription drug use may require restriction of the user’s activities.

5. The district reserves the right, upon reasonable suspicion, to require drug or alcohol testing.

6. The district prohibits the use of tobacco products on school premises, in school vehicles, at all school-sponsored activities or events, and in all school buildings and facilities owned and/or operated by the district.
   a. “Tobacco product” means a preparation of tobacco to be inhaled, chewed, or placed in a person’s mouth.
   b. “Use of a tobacco product” means any of the following:
      (i) The carrying by a person of a lighted cigar, cigarette, pipe, or other lighted smoking device.
      (ii) The inhaling or chewing of a tobacco product.
      (iii) The placing of a tobacco product within a person’s mouth.
      (iv) The smoking of electronic, “vapor,” or other substitute forms of cigarettes, clove cigarettes, or other lighted smoking devices for burning tobacco or any other substance.
   c. Tobacco advertising or promotions is prohibited on signs, or sponsorship of district events.

B. Policy 4.10 Homeless Student Education – First Reading

Trustee Greschak read Policy 4.10:

4.10 Homeless Student Education

Policy

In accordance with the McKinney-Vento Homeless Assistance Act, Kalamazoo Public Schools (KPS) will provide children who reside in the Kalamazoo Public School District or whose last school was a KPS school and who meet the federal act’s definition of “homeless” with a free and appropriate public education in the same manner as all other students of the district.

Specifics

1. Homeless students will not be stigmatized or segregated on the basis of their status as homeless.

2. Homeless students will not be denied enrollment based on lack of proof of residency.

3. Homeless students will be provided with services comparable to other students in the district, which may include: transportation services, educational services for
which the homeless student meets eligibility criteria, including services provided under any applicable federal laws Title I of the Elementary and Secondary Education Act or similar state laws and local programs, such as educational programs for children with disabilities, educational programs for students with limited English proficiency, and school nutrition programs.

4. The superintendent will appoint a liaison for homeless children who will perform duties as assigned by the superintendent. Additionally, the liaison will coordinate and collaborate with the state designee for the education of homeless children and youth, as well as with community and school personnel responsible for the provision of education and related services to homeless children and youth.

C. Governor Whitmer’s 2019-20 Budget Proposal
Deputy Superintendent Gary Start presented the following report on Governor Whitmer’s 2019-20 budget proposal. He noted that Governor Whitmer had released her budget on March 6 and that her priorities were schools and roads.

School Aid Fund Budget
- Pre K-12 $507 million increase in spending.
- Weighted formula: Different children have different needs, and different needs have different costs.

Foundation Allowance
- Would provide an additional $235 million statewide for the per pupil foundation allowance: a per pupil increase of $180 for districts at the minimum foundation allowance, and a per pupil increase of $120 for districts at the maximum foundation allowance.
  - Kalamazoo Public Schools’ increase would be $157, which is projected to generate $2 million additional revenue, or an increase of slightly less than 2%.
  - By comparison, in 2018-19, the district’s increase was $219 per pupil, an increase of 2.8%.

Special Education Funding
- Would provide an additional $120 million statewide in dedicated special education funding.
- Increases the statewide reimbursement for special education costs by four percentage points.
  - This would increase funding that KPS receives for special education services by approximately $820,000. The actual increase would depend on special education spending.

Economically Disadvantaged Funding
- Would provide an additional $102 million statewide for the education of economically disadvantaged students.
  - This would increase funding that KPS receives for the education of economically disadvantaged students by approximately $1.3 million.
Career and Technical Education
- Would provide an additional $50 million statewide for career and technical education.
  - This is would increase the funding that KPS receives for career and technical education by approximately $350,000.

Early Literacy Initiatives
- Would provide an additional $24.5 million statewide for early literacy initiatives.
  - This would triple the number of state-funded early literacy coaches statewide.

Early Childhood Education
- Would provide an additional $85 million statewide for early childhood education through the Great Start Readiness Program.
  - Would raise the family income eligibility threshold from 250% to 300% of the federal poverty level ($77,250 for a family of four).
  - Would increase the allocation for a full-time preschooler by $1,250 from $7,250 to $8,500.
  - The $1,250 increased allocation would increase the funding that KPS receives for its PEEP program by approximately $380,000.

Funding for Roads
- The governor’s proposal includes a gas tax increase of 15 cents per gallon every six months through October 1, 2020 for a total of 45 cents per gallon by October 1, 2020.
  - When fully implemented, the gas tax would raise $2.5 billion annually in new revenue for roads.

Why is increased road funding pertinent to local school districts?
- The availability of this new funding source for roads would allow a transfer of costs from the state general fund, currently used for roads, to the new funding source created by the increased gas tax.
- This transfer would free up revenue in the general fund for a transfer of university budgets of $500 million from the school aid fund back to the general fund.
- As a result, $500 million would be made available in the school aid fund for allocation to local school districts.

| New Funding Source and Transfers for Illustrative Purposes Only (in millions) |
|-----------------------------|-----------------|-----------------|
| Levy of additional gas tax or other option | New Road Funding | General Fund | School Aid Fund |
| Transfer of general fund road funding to the new funding source | $(500) | $500 |
| Transfer of university budgets to the general fund | $(500) | $500 |
| Additional funds available | $2,000 | $0 | $500 |
The chart below explains examples of different sources to get the needed funding.

<table>
<thead>
<tr>
<th>Other Options to Generate $2.5 Billion Annually</th>
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</thead>
<tbody>
<tr>
<td>Tax Change</td>
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<td>------------</td>
</tr>
<tr>
<td>Individual Income Tax</td>
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<tr>
<td>Corporate Income Tax Rate</td>
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<tr>
<td>Sales and Use Tax Rate</td>
</tr>
<tr>
<td>New Statewide Property Tax</td>
</tr>
<tr>
<td>Motor Vehicle Registration Rates</td>
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By itself, the gas tax would hurt working-class and poor citizens so Governor Whitmer has increased the earned income tax credit in her budget to help reduce the burden of the additional cost of gas.

**Earned Income Tax Credit**

- As a tax offset for low-income working families, the governor’s proposal would double the earned income tax credit from 6% to 12% over two years. This increase in tax credit would reduce or eliminate the additional tax burden from the gas tax increase.

This chart compares the School Finance Research Collaborative (SFRC) adequacy study with the governor’s statewide target amount/weight and the governor’s budget proposal.

<table>
<thead>
<tr>
<th>Relationship to the School Finance Research Collaborative (SFRC) Adequacy Study</th>
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<tr>
<td>SFRC</td>
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<tr>
<td>Basic</td>
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<td>Special Education</td>
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<tr>
<td>English Language Learners</td>
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<tr>
<td>Early Childhood</td>
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</table>

Deputy Superintendent Start stated that if adopted, the governor’s budget would represent a significant improvement in how Michigan school districts are funded. He noted that the weighted method of allocating state resources to school districts would make progress toward an ultimate goal of supporting the cost of educating students based on their unique needs. Mr. Start stated that
different students have different needs, and different needs have different costs. He explained that the governor’s budget requires additional resources. Mr. Start noted that, without increased revenue through the proposed gas tax increase or other options, there would be much less funding for both roads and schools.

**Board discussion:**
Trusted Hill stated that it was important to let our legislators know that we support this budget. She expressed her belief that Governor Whitmer wanted to make positive changes to benefit all Michigan public schools.

Trustee Harrison expressed her concern for economically disadvantaged families and the strain that this gas tax would put on their budgets.

Mr. Start stated that the current gas tax would increase fifteen cents every six months for 18 months, for a 45-cent gas tax increase. He explained that the earned income tax benefit for the economically disadvantaged would increase over two years to double from six percent to twelve percent and then would remain at that rate. The earned income tax credit would reduce or eliminate any out-of-pocket increase to working-class or poor families.

President Sholler-Barber stated that KPS had been working hard to increase graduation rates and asked Mr. Start if increasing those graduation rates was dependent on state funding.

Mr. Start stated that successful students don’t drop out of school. He noted that because of an increase in state funds last year KPS had been able to increase staff to help meet the needs of its students.

President Sholler-Barber stated that there were other possible tax options to generate the $2.5 billion annually and that it did not have to be the 45-cent gas tax. She noted that it was important to talk to your legislators and ask them to be creative on how to increase revenue.

Dr. Rice stated that special education was underfunded statewide by almost three-quarters of a billion dollars according to the former lieutenant governor’s special education study. He noted that the governor’s budget would benefit all children. Dr. Rice explained that the dollars would be generated by particular students; however, they could be used more broadly to benefit all students in a district. He expressed that when some students benefit, all students benefit. Dr. Rice explained that this budget provided more funding for special needs children, poor children, early childhood education, and career and technical education. He noted that this budget hinged on a significant tax increase.

Dr. Rice stated that Governor Whitmer had visited Edison Environmental Science Academy on March 21 and that she had done a terrific job reading to the students. Dr. Rice also explained that KPS had held a job fair on March 22 and that he was reminded of how challenging it was to hire in public education in Michigan. He noted that the enrollment in schools of education had plummeted in the last decade.

Dr. Rice stated that he had attended Western Michigan University (WMU) Bronco Buds five times in the last three weeks to speak to our 6th graders. He explained that in partnership with KPS, WMU had invited 1,000 sixth graders every year for ten years to visit the campus. Dr. Rice noted that KPS wanted to show our 6th graders that KPS and WMU believed in their ability not simply to graduate from high school but to go to college.
X. **Other Business**
Trustee Hill stated that on April 22 there would be a board superintendent advance meeting at the West Main Professional Development Center at 6:15 p.m. She noted that on April 23 and April 24 at 6:30 p.m., there would be school meetings with parents and that the locations of the meetings would be announced after spring break.

XI. **Comments by Trustees**
Trustee Jackson stated that he was impressed with the new security camera system at Kalamazoo Central High School. He noted that this new system allowed campus security to be aware of what was going on throughout the entire building. Trustee Jackson stated that he had attended the state mock trial competition in Lansing on March 23 and that Kalamazoo Central had won first place. He noted that the mock trial team would advance to the national competition in Athens, Georgia in May.

Trustee Moore stated that the board had talked about Policy 3.10 on the use of tobacco, marijuana, and alcohol and that she wanted to include vaping because vaping is an issue in middle schools and high schools. She noted that the board would be reviewing Policy 5.7 Suspension, Exclusion, Expulsion, and Permanent Expulsion at the April 11 board meeting. Trustee Moore felt that it was important for parents and community members to read and understand Policy 5.7 and how it should be implemented. She noted that there were interventions in our community for our students and she wanted to be sure that KPS was utilizing these resources.

Trustee Jackson stated that Lift Up Through Literacy was a wonderful program for children and families to receive free books and make new friends. He asked Dr. Rice about the proposed state changes that would retain third grade students who are not within a grade of their grade level in reading. He noted that this new state law offered an opt-out for parents who didn’t want their children retained.

Dr. Rice stated that this process would be discussed in detail next year. He noted that it would take place at the end of the 2019-20 school year in the state. Dr. Rice explained that educators were largely together in their thinking that retention does not improve student reading levels. He noted that more interventions, improved early elementary class sizes, teacher professional developments and reading coaches do improve student reading levels.

Trustee Hill stated that spring was here and she thanked the crossing guards and bus drivers for keeping KPS students safe. She encouraged families to attend spring sporting events. Trustee Hill stated that elementary conferences had finished this week and she thanked teachers for their commitment to students. She noted that this month’s *Excelsior* listed over twenty summer opportunities for KPS students such as Girl Scouts, media camp, sports camps, and the Kalamazoo Nature Center to keep your children busy and engaged this summer.

President Sholler-Barber agreed with Trustee Hill on the wonderful opportunities for students this summer. She also concurred with Trustee Jackson about Lift Up Through Literacy and what a great program it was for KPS students and families. President Sholler-Barber thanked Governor Whitmer for coming to Edison Environmental Science Academy and reading to its students. She noted that spring break was coming and encouraged families to visit the library, which had several events scheduled for that week.
President Sholler-Barber stated that the Western Michigan University Bronco Buds program was amazing. She noted that every sixth grade KPS child attended this annual event. President Sholler-Barber shared that 10,000 children had gone through this incredible program in the past ten years.

President Sholler-Barber encouraged parents and community members to call their legislators to support Governor Whitmer’s budget.

Comments by the Superintendent
Dr. Rice congratulated the Kalamazoo Central Mock Trial State Championship team, which will be going to nationals in May, and the Family, Career and Community Leaders of America (FCCLA) team from Kalamazoo Central, which will be going to nationals in late June.

Dr. Rice explained that KPS created, funded, and staffed Lift Up Through Literacy since its inception in 2010. He noted that this program had served thousands of families in the district. Dr. Rice stated that Barbara Witzak, former assistant superintendent of teaching and learning services, had done a wonderful job running this program with the support of many current and retired KPS teachers. Lift Up Through Literacy parent education and family literacy classes teach parents and grandparents to work with their children and grandchildren in reading and with school work.

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 11, 2019 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
TO: Board of Trustees

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

DATE: April 11, 2019

SUBJECT: Approval of the Attached Purchase Recommendations

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

RATIONALE: In general, purchases greater than $24,459 for materials, supplies, equipment, building construction, renovation, or repair are brought before the board for approval.

The attached purchase recommendation data sheets include all purchases that require approval at this time. Aspects of the purchases that are considered significant to the decision-making process are outlined on the data sheets.
KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: April 11, 2019
Request Number: 2019-21
Amount: $48,939.40

Item: Two 2019 GMC Savanah 2500 Standard Length Cargo Vans @ $24,469.70 each

Cost Center: Other Systemwide Costs – Equipment Replacement

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

Description of Need:
This purchase would replace two 2003 maintenance vans. Due to their age, mileage, and regular maintenance requirements, replacement of these vehicles is considered essential.

Vendor: Todd Wenzel Buick GMC of Westland
Westland, Michigan

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

Low Bid Accepted? N/A

Additional Information:
The MiDEAL Program is an extended purchasing program that allows Michigan local units of government to use state contracts to buy goods and services. Local governments benefit directly from the reduced cost of goods and services. The MiDEAL Program is authorized by Michigan legislation and has been in existence since 1984.
KALAMAZOO PUBLIC SCHOOLS

PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date:        April 11, 2019
Request Number:            2019-22
Amount:                    $119,950.00

Item: Asbestos Abatement at Three Buildings

Cost Center: 2018 Bond

Cost Center Representative(s) Attending Board Meeting: Karen Jackson

Description of Need:
This purchase recommendation includes asbestos abatement at Loy Norrix High School, the Community Education Center, and El Sol Elementary School.

Vendor: Martin & Associates
        Kalamazoo, MI

Number of Proposals Requested: 4 Received: 2

Low Bid Accepted: Yes

Additional Information:

| Bid Amount | $114,238.00 |
| Contingency | $ 5,712.00 |
| Total       | $119,950.00 |

All abatement projects are overseen by our environmental consultant, Analytical Testing & Consulting. The awarded contractors have to be licensed through the State of Michigan in accordance with the Asbestos Abatement Contractors Licensing Act. During abatement, air monitoring is performed by a licensed industrial hygienist. All work is scheduled for summer abatement.
VII.B

KALAMAZOO PUBLIC SCHOOLS

PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: April 11, 2019
Request Number: 2019-23
Amount: $38,208.00

Item: Asbestos Abatement at Four Buildings

Cost Center: 2018 Bond

Cost Center Representative(s) Attending Board Meeting: Karen Jackson

Description of Need:
This purchase recommendation includes asbestos abatement at Phoenix High School, Spring Valley Center for Exploration, South Westnedge School and Woods Lake Elementary School.

Vendor: Abatement & Demolition Services LLC
Mulliken, MI

Number of Proposals Requested: 4 Received: 2

Low Bid Accepted: Yes

Additional Information:

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<tr>
<th>Bid Amount</th>
<th>Contingency</th>
<th>Total</th>
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<tbody>
<tr>
<td>$36,388.00</td>
<td>$ 1,820.00</td>
<td>$38,208.00</td>
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All abatement projects are overseen by our environmental consultant, Analytical Testing & Consulting. The awarded contractors have to be licensed through the State of Michigan in accordance with the Asbestos Abatement Contractors Licensing Act. During abatement, air monitoring is performed by a licensed industrial hygienist. All work is scheduled for summer abatement, except the back building at Phoenix, which is an unoccupied building, and South Westnedge. At the latter site, a temporary wall was built separating the two-story section from the remainder of the building so construction at the south end of South Westnedge could start before June.
TO: Board of Trustees
FROM: Michael F. Rice, Ph.D., Superintendent
DATE: April 11, 2019
SUBJECT: Personnel Changes

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

I. Employment
   A. Professional/Management
      Derek B. Loutzenhiser, School Psychologist, Student Services, 9/3/2019
   B. Classified

II. Promotions/Key Transfers
   A. Professional/Management
   B. Classified
      Dawn A. Nabors, from ECSE Paraprofessional at Greenwood Elementary School to Special Education Paraprofessional at Loy Norrix High School, 4/8/2019

III. Leaves of Absence
    A. Professional/Management

IV. Terminations
    A. Professional/Management
       Alyssa A. Davison, Speech-Language Pathologist, Greenwood Elementary School, 4/12/2019, Resigned
       Joyce E. Ryskamp, Counselor, Kalamazoo Central High School, 6/21/2019, Retiring
    B. Classified

V. Termination from Leave of Absence
   A. Professional/Management
   B. Classified

VI. Return from Leave of Absence
    A. Professional/Management
    B. Classified
Policy
The district will establish a tobacco-, drug-, marijuana-, and alcohol-free learning and working environment.

Specifics

1. The possession, use, concealment, transportation, promotion or sale of illegal drugs, controlled substances, unauthorized prescription drugs, or alcoholic beverages is prohibited on all district properties.

2. The district prohibits the possession of marijuana, marijuana accessories, and/or marijuana products and/or their use or consumption on district property, school buses, or at any district-sponsored activity or program.

3. The district reserves the right, upon reasonable suspicion, to conduct searches for prohibited substances.

4. The district reserves the right, upon reasonable suspicion, to have a physician determine if prescription drug use may require restriction of the user’s activities.

5. The district reserves the right, upon reasonable suspicion, to require drug or alcohol testing.

6. The district prohibits the use of tobacco products on school premises, in school vehicles, at all school-sponsored activities or events, and in all school buildings and facilities owned and/or operated by the district.
   a. “Tobacco product” means a preparation of tobacco to be inhaled, chewed, or placed in a person’s mouth.
   b. “Use of a tobacco product” means any of the following:
      (i) The carrying by a person of a lighted cigar, cigarette, pipe, or other lighted smoking device.
      (ii) The inhaling or chewing of a tobacco product.
      (iii) The placing of a tobacco product within a person’s mouth.
      (iv) The smoking of electronic, “vapor,” or other substitute forms of cigarettes, clove cigarettes, or other lighted smoking devices for burning tobacco or any other substance.
   c. Tobacco advertising or promotions is prohibited on signs, or sponsorship of district events.

Adopted: January 9, 2003
Revised: January 21, 2016
First reading: March 28, 2019
Second reading: April 11, 2019

This policy supersedes all other policies on this issue.
POLICY
of the
BOARD OF EDUCATION
KALAMAZOO PUBLIC SCHOOLS

4.10 Homeless Student Education

Policy
In accordance with the McKinney-Vento Homeless Assistance Act, Kalamazoo Public Schools (KPS) will provide children who reside in the district or whose last school was a KPS school and who meet the act’s definition of “homeless” with a free and appropriate public education in the same manner as all other students of the district.

Specifics
1. Homeless students will not be stigmatized or segregated on the basis of their status as homeless.

2. Homeless students will not be denied enrollment based on lack of proof of residency.

3. Homeless students will be provided with services comparable to other students in the district, which may include: transportation services, educational services for which the homeless student meets eligibility criteria, including services provided under any applicable federal laws or similar state laws and local programs, such as educational programs for children with disabilities, educational programs for students with limited English proficiency, and school nutrition programs.

4. The superintendent will appoint a liaison for homeless children who will perform duties as assigned by the superintendent. Additionally, the liaison will coordinate and collaborate with the state designee for the education of homeless children and youth, as well as with community and school personnel responsible for the provision of education and related services to homeless children and youth.


Adopted: October 14, 2010
First reading: March 28, 2019
Second reading: April 11, 2019

This policy supersedes all other policies on this issue.
MEETING ANNOUNCEMENT FOR THE
KALAMAZOO PUBLIC SCHOOLS BOARD OF EDUCATION

A regular meeting of the Board of Education of the Kalamazoo Public Schools will be held on
Thursday, April 25, 2019 at 7:00 p.m. in the Board Room of the Administration Building, 1220
Howard Street, Kalamazoo, MI 49008.

KALAMAZOO PUBLIC SCHOOLS

Jennie Hill, Secretary
Board of Education

❖ Please contact the Superintendent’s Office in advance of the meeting if auxiliary aids or services
for individuals with disabilities are needed.

❖ Official minutes of Kalamazoo Public Schools Board of Education open meetings are available
for inspection within eight working days of the meeting at the Superintendent’s Office, 1220
Howard Street, Kalamazoo, MI 49008.
AGENDA

I. Call to Order
II. Pledge of Allegiance
III. Attendance
IV. Announcements and Recognitions
V. Committee Reports/School Reports
VI. Correspondence
VII. Consent Calendar Items
   A. Minutes
      April 11, 2019 Regular Meeting Minutes
   B. Business and Financial Reports
      Purchase request 2019-24 and 2019-25
   C. Personnel Items
      Personnel Changes
   D. Other
VIII. Persons Requesting to Address the Board (3 minutes individual limit)
IX. Reports and Recommendations
    Resolution in Support of Adequately Funding Michigan Schools
X. Other Business
XI. Comments by Trustees/Superintendent
XII. Closed Session (if needed)
XIII. Next Regular Board of Education Meeting: Thursday, May 9, 2019
I. Call to Order
President Patti Sholler-Barber called the April 11, 2019 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, Jermaine Jackson, Tandy
Moore, Jason Morris, and Patti Sholler-Barber. Superintendent Dr. Michael Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee presented the following turnaround students:
• Hillside Middle School: Joaquin DeLaPaz, Doris Miles, and Elchico Reid Jr., eighth
grade; and Jaz’myn Bluntson, ninth grade.
• The Milwood Magnet School: A Center for Math, Science and Technology: Marquies
DeVries, seventh grade; and Devin Knight, eighth grade.
Also in attendance and introduced by Mr. Lee were Hillside Middle School Principal Atiba
McKissack and The Milwood Magnet School: a Center for Math, Science and Technology
Principal Mark Tobolski. The students’ parents and family members in the audience were also
recognized.

V. Committee Reports
Curriculum Committee - Patti Sholler-Barber, chair, stated that the committee had met on April
10 and had discussed individual improvement reading plans. She noted that the committee had
also had an explanation of the ongoing development of curriculum for the career and college
readiness course. President Sholler-Barber explained that this was an important tenth grade course
that all students take.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of March 29 through
April 11, 2019. (File #18.)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A. March 28, 2019 Regular
Meeting Minutes; VII.B. Purchase Recommendations 2019-21, 2019-22, and 2019-23; and VII.C.
Personnel Changes.

Deputy Superintendent for Business, Communications and Operations Gary Start reviewed the
purchase recommendations:
• 2019-21 in the amount of $48,939.40 for the purchase of two 2019 GMC Savanah 2500
standard length cargo vans to replace two 2003 maintenance vans due to their age,
mileage, and maintenance requirements.
• 2019-22 in the amount of $119,950.00 from the 2018 bond for the asbestos abatement at
Loy Norrix High School, Community Education Center, and El Sol Elementary School.
• 2019-23 in the amount of $38,208.00 from the 2018 bond for the asbestos abatement at Phoenix High School, Spring Valley Center for Exploration, South Westnedge School, and Woods Lake Elementary: A Magnet Center for the Arts.

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.

Brionne Fonville, Kalamazoo, introduced herself as a community member. She stated her concern that KPS students were collecting money to help fund statue of Abraham Lincoln to be erected in Bronson Park. Ms. Fonville expressed her opinion that encouraging students to pay for this monument was irresponsible for a district predominantly made up of students of color. She stated that she would like to hear board members thoughts at the upcoming community forum.

Amanda Miller, Mattawan, introduced herself as the president of the Kalamazoo Education Association (KEA). She stated that security guards had recently joined the Michigan Education Association and had negotiated their first contract this year. Ms. Miller expressed that many of the new security guards had been privatized. She explained that employees with contracts are more invested in our students and our community. Ms. Miller expressed the need to hire more union security guards.

Kirstin Simons-Valenzuela, introduced herself as a resident of Kalamazoo. She stated that she was in attendance to support Ms. Fonville’s opinion on the Kalamazoo Abraham Lincoln project. Ms. Simons-Valenzuela read a poem expressing her concern about a statue honoring Abraham Lincoln.

Sarah Muniz, 6345 Nightingale Avenue, Kalamazoo, introduced herself as parent of a kindergarten student in KPS. She stated that she had recently read about the grant money that was being awarded to KPS from the Michigan State Police. Ms. Muniz expressed her hope that the board would keep in mind the security of its students and what really made them more secure. She noted that research told us that if we treat our students like criminals, it won’t actually make anyone safer.

IX. Reports and Recommendations
A. Policy 3.10 Tobacco, Drug, Marijuana, and Alcohol Use – Second Reading
Dr. Rice explained that the board hears proposed policies in two readings. He stated that the first reading had
been done at the March 28, 2019 regular board meeting and was for the purpose of informing the community about what was being considered.

Trustee Harrison read Policy 3.10 Tobacco, Marijuana, and Alcohol Use.

**MOTION**: Moved by Trustee Greschak, supported by Trustee Harrison, to approve Policy 3.10 Tobacco, Drug, Marijuana, and Alcohol Use.

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

B. **Policy 4.10 Homeless Student Education – Second reading**
Trustee Harrison read Policy 4.10 Homeless Student Education into the record.

**MOTION**: Moved by Trustee Hill, supported by Trustee Greschak, to approve Policy 4.10 Homeless Student Education.

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

C. **Kalamazoo Public Schools Community Partners Make Us Stronger**
Dr. Rice presented the following report on KPS partners. He stated that community partners are critical to the success of our district.

**Broad Partnership Categories**
- Mentoring;
- Tutoring;
- Food;
- Clothing;
- After-school programs;
- Health;
- Literacy;
- Arts; and
- Other.

**Mentoring – Small Group Mentoring**
- Western Michigan University;
- Kalamazoo College;
- Mt. Zion Baptist Church;
- Redeemed Christian Church of Christ;
- Trenches Community Church;
- Stones Church;
- Centerpoint Church;
- Voyage Church;
- New Life Fellowship Church of God in Christ;
- Galilee Baptist Church;
- Kalamazoo Department of Public Safety;
- Kiwanis Club;
- Faith Temple Church of God;
- Tabernacle Church of God in Christ;
- Westwood United Methodist Church; and
- Milwood Community Church.
Mentoring – 1:1 Mentoring
- Big Brothers Big Sisters;
- Communities In Schools - Kalamazoo;
- New Life Fellowship Church of God in Christ;
- Kids Hope;
- Elizabeth Upjohn Community Healing Center;
- Rotary Club; and
- Kalamazoo College.

Dr. Rice stated that last year, 413 mentors in the community had mentored 1,168 students in 9,572 weekly mentoring sessions.

Tutoring
- Communities In Schools – Kalamazoo;
- Western Michigan University;
- Kalamazoo College; and
- Breakfast of Champions.

Food
- Loaves and Fishes;
- Ministry With Community;
- Kalamazoo Valley Community College Food Innovation; and
- New World Flood.

Clothing
- First Day Shoe Fund;
- Warm Kids Project;
- Communities In Schools – Kalamazoo;
- Goodwill Industries;
- Radiant Church; and
- Kid’s Closet – Community In Schools.

After-School Programs
- Community In Schools – Kalamazoo;
- Boys and Girls Clubs of Greater Kalamazoo;
- YMCA;
- Douglass Community Association;
- Oakwood After-School Program;
- Kalamazoo City Recreation; and
- Girls on the Run.

Health
- Family Health Center;
- Gryphon Place;
- Ascension Borgess Hospital;
- Bronson Methodist Hospital;
- Elizabeth Upjohn Community Healing Center;
- Kalamazoo Community Mental Health and Substance Abuse Services;
• Prevention Works; and
• Kalamazoo County Health Department.

**Literacy**
• Kalamazoo Public Library;
• Lift Up Through Literacy;
• SLD Read;
• Read & Write Kalamazoo;
• Kiwanis Club;
• Rotary Club; and
• Goodwill Industries.

**Arts**
• Kalamazoo Symphony Orchestra;
• Kalamazoo Institute of Arts;
• Black Arts and Cultural Center;
• Kalamazoo Civic Theater;
• Kalamazoo Valley Museum; and
• Arts Council of Greater Kalamazoo.

**Our Partners Make Us Stronger**
• Advia Credit Union;
• Advocacy Services for Kids (ASK);
• Agape Christian Church;
• Air Zoo;
• Allen Chapel AME Church;
• Alliance for a Healthier Generation;
• Alpha Kappa Alpha;
• Alpha Phi Alpha;
• Airport Auto;
• AmeriCorps;
• Annunciation Greek Orthodox Church;
• The ARC Services for Youth;
• The ARK for Youth;
• Arts Council of Greater Kalamazoo;
• Ascension – Borgess Hospital;
• August Optical;
• Backpack Buddies;
• Bert’s Bakery;
• Bible Baptist Church;
• Big Brothers Big Sisters;
• Bigs with Badges;
• Bigs in Business;
• Black Arts & Cultural Center;
• Black Education Ensemble Theatre;
• Blaze Pizza;
• Blessings in a Backpack;
• Blue Lake Fine Arts Camp;
• Boys and Girls Clubs of Greater Kalamazoo;
• Boy Scouts;
• Breakfast of Champions;
• Bronson Healthcare;
• Brown Sugar Book Club;
• BUNDLE UP;
• Child Evangelism Fellowship – Good News Club;
• Centerpoint Church;
• Central Lodge #10 Prince Hall Association of Freemasons;
• Chapel Hill United Methodist Church;
• Children’s Place;
• Colleagues International;
• Communities In Schools – Kalamazoo;
• Community Advocates for Parents and Students (CAPS);
• Community and parent volunteers;
• Community-Based Vocational Education;
• Community Dental;
• Community Feast;
• Community Presbyterian Church;
• Consumers Credit Union;
• Consumers Energy;
• Courtyard Inn;
• Crescendo Academy of Music;
• CSM Group;
• Delta Sigma Theta Sorority;
• Douglass Community Association;
• Eastside Youth Strong;
• Order of the Eastern Star – Zorah Chapter #3;
• Education for Employment (EFE);
• Education for the Arts (EFA);
• El Concilio (Hispanic American Council);
• Elizabeth Upjohn Community Healing Center;
• Fair Food Matters;
• Faith Temple Church of God;
• Family & Children’s Services;
• Family Health Center;
• Fatherhood Network;
• FIRE;
• First Congregational United Church of Christ;
• First Day Shoe Fund;
• First Presbyterian Church;
• First United Baptist Church;
• First United Methodist Church;
• Flowserve;
• Food Research Corporation;
• Forensic Fluids;
• Fresh Fire AME Church;
• The Gilmore;
• Galilee Baptist Church;
• Girl Scouts;
• Girls on the Run;
• Goodwill Industries;
• Grace Harbor Church;
• Graphic Packaging;
• Greater Open Door C.O.G.I.C.;
• Great Lakes PeaceJam;
• Greg Jennings Foundation;
• Gryphon Place;
• Hands Up Thanksgiving meals;
• Heimstra Optical;
• Heritage Community Center;
• Homewood Suites;
• Hospice Care of Southwest Michigan;
• Housing Resources, Inc.;
• Interfaith Homes;
• ISAAC – Interfaith Strategy for Advocacy and Action in the Community;
• Jack and Jill;
• Junior Achievement;
• Kalamazoo Arts Integration;
• Kalamazoo Astronomical Society;
• Kalamazoo Ballroom Academy;
• Kalamazoo City Water Reclamation Plant;
• Kalamazoo Civic Theater;
• Kalamazoo College;
• Kalamazoo College Baseball Team;
• Kalamazoo College Mary Jane Underwood Stryker Center for Civic Engagement;
• Kalamazoo College Career Fair;
• Kalamazoo College Sisters in Science;
• Kalamazoo College Tutors & Lunch Buddies;
• Kalamazoo Community Foundation;
• Kalamazoo Community Mental Health & Substance Abuse Services;
• Kalamazoo County Health Department;
• Kalamazoo County Ready 4s;
• Kalamazoo Counseling Center;
• Kalamazoo Counseling Connection;
• Kalamazoo Department of Public Safety;
• Kalamazoo Education Association;
• Kalamazoo Girls on Track;
• Kalamazoo Gospel Mission;
• Kalamazoo Institute of Arts;
• Kalamazoo Junior Honor Society;
• Kalamazoo Junior Girls;
• Kalamazoo Junior Symphony;
• Kalamazoo Nature Center;
• Kalamazoo Parks & Recreation;
• Kalamazoo Promise;
• Kalamazoo Literacy Council;
• Kalamazoo Public Library;
• Kalamazoo Symphony Orchestra (KSO);
• KSO - Marvelous Music;
• Kalamazoo Township Police;
• Kalamazoo Valley Community College (KVCC);
• Kalamazoo Valley Museum;
• KALSEC;
• KAMSC Sizzlin' Summer Math & Science (SSMSP/KAMSC);
• Kiwanis Club;
• KRESA;
• KRESA-STEM Engineering;
• KVCC Food Innovation Center / Culinary Arts;
• Kappa Alpha Psi Fraternity;
• Kellogg Biological Center;
• Kids' Closet – Community In Schools;
• Kids' Hope;
• KYDNet;
• Lang Fund;
• League of Women Voters ;
• Lend-a-Hand;
• Let Me Run;
• Lift Up Through Literacy;
• Lighthouse Church;
• The Links;
• Loaves and Fishes;
• Local Interagency Coordinating Council;
• Longe Optical;
• Lowe's;
• Meijer;
• Metropolitan Kalamazoo Branch NAACP;
• Michigan Alliance for Families;
• Michigan College Alliance;
• Michigan Department of Environmental Quality (MDEQ);
• Michigan Department of Health and Human Services (MDHHS) - Satellite Office & Pathways to Potential;
• Michigan Department of Transportation – MDOT;
• Michigan Health Endowment Fund;
• Michigan High School Athletic Association;
• Michigan State University;
• Michitoshi Soga Japan Center;
• Miller Davis;
• Milwood Christian Reformed Church;
• Milwood Community Church;
• Ministry with Community;
• MSU Extension;
• Mobile Dentist;
• Mt. Zion Baptist Church;
• National Honor Society;
• National Junior Honor Society;
• National Society of Black Engineers;
• New Life Fellowship Church;
• New Genesis;
• New World Flood;
• Northside Association for Community Development – NACD;
• Northside Ministerial Alliance – NMA;
• Oakwood After-School Program;
• Omega Psi Phi Fraternity;
• Optimist Club;
• Out Front Kalamazoo;
• Out - Proud – Safe;
• PACE;
• Paper Gator;
• Parent to Parent;
• Parent Teacher Organizations (PTOs);
• Parents as Partners;
• Park Street Market;
• Payless Shoes;
• Pearle Vision Gift of Sight;
• People’s Church;
• Pfizer;
• Portage Educational Foundation;
• Premier Athletics;
• Pretty Lake Camp;
• Prevention Works;
• Pride Care;
• Proud To Be Me;
• Radiant Church;
• Raymond James and Associates;
• Read & Write Kalamazoo – RAWK;
• Redeemed Christian Church;
• Rhythm Expressions;
• The River Church;
• Rotary Club – Kalamazoo;
• Rotary Club – Oshtemo;
• RX Optical;
• Rubin Chiropractic;
• RUFF Readers;
• Sam's Club;
• Science Olympiad;
• Sears;
• Second Baptist Church;
• Seimer’s Homeless Prevention;
• Senior Services - Foster Grandparents;
• Sigma Gamma Rho;
• Sigma Lambda Rho;
• The Skillman Corporation;
• Skyridge Church of the Brethren;
• SLD Read;
- Southwest Michigan Children's Mental Health Coalition;
- Southwest Michigan First;
- Stockbridge United Methodist Church;
- Stones Church;
- State Farm;
- Stryker;
- Stuart Area Neighborhood Association;
- Third Christian Reformed Church;
- Threads Church;
- Tim Horton's;
- Timber Ridge Ski Area;
- Tower Pinkster Architects;
- Town & Country Supermarket;
- Trenches Community Church;
- Trinity Reformed Church;
- Turn 2 Foundation;
- Tutor Lab;
- Ujima Enterprises;
- United Way of the Battle Creek-Kalamazoo Region;
- Urban Zone;
- Valley Church;
- Van Buren ISD Project LEAN;
- Vision Assistance;
- Walgreens;
- Walmart;
- Warm Kids Project;
- Wenke Greenhouses;
- Westwood United Methodist Church;
- W.E. Upjohn Institute for Employment Research;
- WMU America Reads and America Counts;
- WMU Athletics;
- WMU ATYP;
- WMU Bronco Buds;
- WMU College of Business;
- WMU College of Education;
- WMU Counseling Center;
- WMU Counselor Education & Psychology;
- WMU Division of Multicultural Affairs;
- WMU Frostic Fine Arts Department;
- WMU Gear-Up;
- WMU Health & Human Services Campus;
- WMU Latino Student Affairs;
- WMU Lee Honors College;
- WMU Lunch Buddies;
- WMU Math Counts;
- WMU Medallion Scholars;
- WMU Medical School;
- WMU Mentors for KAMSC Research Program;
- WMU Miller Auditorium;
• WMU Music Therapy;
• WMU National Society of Black Engineers;
• WMU Nursing Students;
• WMU Occupational Therapy Students;
• WMU Office of Diversity and Inclusion;
• WMU Physics Department;
• WMU Pre-College Programming - Annual Career Fair;
• WMU Saving of Sisters;
• WMU School of Social Work;
• WMU Service Learning Program;
• WMU Social Justice Book Bowl;
• WMU Sociology;
• WMU Therapists;
• WMU Tutors & Volunteers
• WMU Upward Bound;
• WMU Young Black Males;
• WMU Waldo Library;
• YMCA;
• YMCA Sherman Lake;
• YWCA;
• Young Women of Purpose & Worth;
• Youth Opportunities Unlimited (YOU);
• Zeta Phi Beta; and
• Zoetis.

Our Union Partners:
• Food Service Employees;
• Food Service Managers;
• Home School Support Specialists / Home School Interventionists;
• Kalamazoo County Education Association / Behavioral Specialists;
• Kalamazoo Education Association;
• Kalamazoo Public Schools Transportation Association;
• Kalamazoo Support Personnel;
• Service Employees International; and
• UAW Administrators.

Dr. Rice thanked all of the KPS partners and shared that they had been a huge part of its success. He noted that if you would like to become a KPS partner, please call 269-337-1572.

Discussion:
Trustee Hill asked Dr. Rice to explain the 21st Century Grant.

Dr. Rice explained that the 21st Century Grant was submitted by KPS to the Michigan Department of Education (MDE). He noted that KPS was the fiscal agent and that Communities In Schools would be the grant writer and implementer if the grants are awarded to KPS. Dr. Rice stated that Pam Kingery, executive director of CIS, and her staff put the 21st Century Grant together with data from KPS. He stated that this was a joint submission by CIS and KPS. Dr. Rice noted that CIS was an extraordinary partner.
President Sholler-Barber stated that KPS had 13,000 students, with many different needs, and that these partners help address those needs. She thanked the community partners for all that they do for KPS children. President Sholler-Barber asked Dr. Rice how much of the CIS budget depended on the 21st century grant.

Dr. Rice shared that approximately half of the CIS budget came from the 21st century grant for after-school programs. He noted that CIS served approximately 1,000 KPS students a year: 75 students in each of 15 schools. Dr. Rice stated that the KPS food pantries were stocked by Loaves and Fishes and that once the pantries had been established, CIS staff and/or volunteers staffed them.

Dr. Rice stated that the KPS district breakfast program had more than doubled in the last decade. He noted that KPS had expanded its lunch program and now provides 95,000 dinners each year. Dr. Rice explained that KPS had 27 community sites for summer feeding. He noted that even though KPS had 27 feeding sites in the community, food is still an issue in the summer for some of our kids.

President Sholler-Barber stated that KPS shared much of its success with the over 250 partners who contribute innumerable services to its students. She thanked the partners for their contributions to KPS.

X. Other Business
None.

XI. Comments by Trustees
Trustee Jackson stated that there would be a free financial workshop for families on April 13 at 11:00 a.m. at the Douglass Community Association, 1000 W. Paterson Street, sponsored by Community in Schools. He noted that there would be food and prizes at the event. Trustee Jackson shared that the objective of this workshop was to provide information about managing personal finances.

Trustee Hill stated that she had attended Bronco Buds on April 11 at Western Michigan University. She explained how fun it had been to see so many sixth grade students on a college campus. Trustee Hill shared that she had also attended the Beatles vs Stones - A Musical Showdown at the State Theatre. She noted that there had been four Loy Norrix High School students in a string quartet for that event: Chanel Wilson, Cassidy Conley, Anthony Porco, and Hannah Terrian. Trustee Hill shared that Julian Borst, a former KPS graduate, had qualified for the Boston Marathon and would be the first special olympian from Michigan to run the race.

Trustee Moore thanked the community members for speaking at the meeting tonight. She noted that two emails had come to the board on April 10 and had not been placed on the correspondence log. Trustee Moore shared that the two emails were from Kaitlin Martin and Hillary Hunt to express their concerns about the proposed Abraham Lincoln statue.

Trustee Moore stated that she felt the district support of the Kalamazoo Abraham Lincoln Project was irresponsible. She noted that while she supported civic engagement and KPS students collaborating with the wider community on projects, she believed our students deserved all the facts about Lincoln.

Trustee Moore noted the upcoming school community forum on April 29 at 6:30 p.m. at Kalamazoo’s First Baptist Church. She stated that this event offered an opportunity to build a collaborative relationship with our community.
Trustee Moore stated that she had attended a recent Kalamazoo Youth Development Network (KYDNet) meeting. She noted that attendees had learned about the eight domains of social-emotional learning. Trustee Moore explained that Sarah Mansberger from Southwest Michigan First had shared what talents industry leaders’ value most in their employees: problem solving, communication, teamwork, adaptability, leadership, and creativity. She expressed the importance of incorporating social-emotional learning in all that we do for KPS students. Trustee Moore noted that on April 12 at 10:00 a.m., there would be a KYDNet Summer Learning Affinity Group meeting at the Kalamazoo Parks Department, 251 Mills Street, Kalamazoo. She noted that you can find more information on this KPS partner’s website at kydnet.org.

Trustee Moore shared that the Kalamazoo County Commission would be discussing the possibility of adopting a resolution to end the automatic placement of youth offenders into the adult criminal justice system. She noted that Michigan was one of four states that automatically prosecute 17-year-old offenders, including those charged with non-violent offenses, as adults. Trustee Moore shared that the meeting would be on April 16 at 7:00 p.m. and encouraged attendance to support this resolution.

Trustee Moore noted that the Kalamazoo Poetry Festival was under way and would run through April 13. She encouraged families to attend open mic on April 12 at 7:30 p.m. at First Baptist Church.

Trustee Jackson stated that he agreed with Trustee Moore on the Kalamazoo Abraham Lincoln Project. He noted that he did not feel that KPS should be a part of the project.

Trustee Hill noted that it was her understanding that the Kalamazoo Abraham Lincoln Project had been organized by a private organization not associated with KPS.

Trustee Moore stated that KPS supported the project and had held a pennies for Lincoln fundraiser at Literacy Night, which encouraged families to bring in loose change to help fund the statue. She noted that the Lincoln Project put out a text of the speech Lincoln had given in Kalamazoo and had provided a discussion guide that had been distributed to KPS buildings.

Trustee Hill noted that donations had been optional and that KPS was not leading or in charge of this project.

Trustee Greschak stated that Lincoln was a complicated historical figure during a complicated historical time. He noted that he would like a report from the curriculum committee on how KPS treated that part of our history. Trustee Greschak expressed that it was time that we as a society look at our heroes of bygone eras through a new lens, with improved perspectives. He noted that the board could see if a change in curriculum was needed.

Patti Sholler-Barber stated that she had been a social studies teacher for 35 years. She noted that many presidents, given the era, had both good and bad in their history. President Sholler-Barber expressed that the assumption should not be that there was a whitewash of history. She noted that there was a lot of discussion in classrooms where teachers used original sources such as newspapers and interviews where many truths would come out. President Sholler-Barber explained that in this era, Lincoln was controversial. She stated that this discussion was representative of the times and the people that were involved. President Sholler-Barber stated that the community conversation on the statue or other social issues deserved the board’s attention. She thanked the people who had come to the podium this evening.
President Sholler-Barber stated that she had attended Bronco Buds at Western Michigan University and shared that over 1,000 sixth graders had had the opportunity to be on a college campus. She thanked Dr. Candy McCorkle, vice president for diversity and inclusion at WMU and Marcy Peake, director of diversity and community outreach initiatives in the College of Education. President Sholler-Barber congratulated Julian Borst for qualifying for the Boston Marathon. She encouraged families to check out the KPS Facebook page for more information on KPS activities.

President Sholler-Barber congratulated Dr. Rice on being one of the five finalists in the state superintendent’s search.

Trustee Moore asked Trustee Hill to clarify the procedure for a communication being in the correspondence log.

Trustee Hill stated that the correspondence needed to be sent to all board members and then forwarded on to the recording secretary.

**Comments by the Superintendent**

Dr. Rice stated that the secondary art show opening reception would be held on April 12, 5:00-7:00 p.m. at the KPS administration building. He noted that two KPS teachers were award winners. Douglas Duncan, art teacher at Prairie Ridge Elementary School and Indian Prairie Elementary School, was named the Region 7 Teacher of the Year and was now a candidate for Michigan Teacher of the Year. Kharen Warfield-Shelton was named the 2019 Michigan Instructor of the Year by Michigan Restaurant and Lodging Association, the state chapter of the National Restaurant Association, and would be honored in Washington, D.C. in May.

Dr. Rice shared that Kalamazoo had four robotic teams. He noted that the Hillside Middle School robotics team would advance to the First Robotics World Championships in Detroit on April 24. Dr. Rice stated that the two high school robotic teams, Loy Norrix MagiTech and Kalamazoo Central ZooBotix, would be competing in the First Robotics state competition in Saginaw on April 11. He stated that Stryke Force, a community-wide team with four KPS students, would be going to the world championship in Detroit as well.

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

President Sholler-Barber did not call for a closed session and adjourned the meeting at 8:22 p.m.

**XIII.** President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, April 25, 2019 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
TO: Board of Trustees  
FROM: Michael F. Rice, Ph.D., Superintendent  
DATE: April 25, 2019  
SUBJECT: Approval of the Attached Purchase Recommendations  

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

RATIONALE: In general, purchases greater than $24,459 for materials, supplies, equipment, building construction, renovation, or repair are brought before the board for approval.

The attached purchase recommendation data sheets include all purchases that require approval at this time. Aspects of the purchases that are considered significant to the decision-making process are outlined on the data sheets.
KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: April 2019
Request Number: 2019-24
Amount: $34,912.71

Item: VEX Robotics Kits with Storage

Cost Center: Teaching and Learning Services

Cost Center Representative(s) Attending Board Meeting: Cindy Green

Description of Need:
This purchase request is for 29 Project Leads The Way (PLTW) Gateway VEX Kits with mobile storage. The Vex robotics kits will be used for the implementation of the automation and robotics courses at The Milwood Magnet School: A Center for Math, Science, and Technology and Maple Street Magnet School for the Arts. This course is designed to expose students to 21st century skills related to technology, programming, robotics, and engineering.

Vendor: Vex Robotics
Greenville, TX

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

Low Bid Accepted?
Vendor has exclusive rights to the robotics platform offered through the Project Lead The Way program. Kalamazoo Public Schools uses the Project Lead The Way Program for the Automation and Robotics class. The rigorous lessons contain specific component requirements that are contained in the VEX kit. Students work in collaborative groups to build and program the robots to perform the same functions as industrial technology.

Additional Information:
This purchase will expand robotics to the four comprehensive middle schools.
**Item:** Summer Literacy Independent Reading Program 2019

**Cost Center:** Teaching & Learning Services

**Cost Center Representative(s) Attending Board Meeting:** Cindy Green

**Description of Need:**
The goal of the program is to keep students focused on literacy through continued practice during the summer. This purchase, approximately 30,000 books, will allow all rising 3rd, 4th, 5th, and 6th grade students to receive seven self-selected books and one district-selected book. Each student will receive one book every week and a half. The nonfiction and fiction selections will be at the students’ independent reading levels. Students will share their opinions with their teachers by writing postcards after reading each book. The program is based on the research of Professor James Kim and has generated positive effects on reading levels.

**Vendor:**

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**Number of Proposals Requested:** 7  **Received:** 7

**Low Bids Accepted?** Yes
TO: Board of Trustees
FROM: Michael F. Rice, Ph.D., Superintendent
DATE: April 25, 2019
SUBJECT: Personnel Changes

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

I. Employment
A. Professional/Management
B. Classified
   Elizabeth A. Crane, 0.5 Bilingual Paraprofessional, Spring Valley Center for Exploration, 4/22/2019
   Karen M. Pigeon, Night Custodian, Milwood Magnet School: A Center for Math, Science and Technology, 4/15/2019

II. Promotions/Key Transfers
A. Professional/Management
B. Classified

III. Leaves of Absence
A. Professional/Management

IV. Terminations
A. Professional/Management
   Zoraya E. Cunat, Spanish Teacher, Hillside Middle School, Last Day of School for 2018-2019, Resigned
   Edward B. Dickenson, 2nd Grade Teacher, Greenwood Elementary School, Last Day of School for 2018-2019, Resigned
   Marina A. Garber, 1st Grade Teacher, Prairie Ridge Elementary School, Last Day of School for 2018-2019, Resigned
   Thomas R. Mertz, 4th/5th Grade Teacher, Northeastern Elementary School, Last Day of School for 2018-2019, Resigned
   Ramona Minisee, Science Teacher, Hillside Middle School, Last Day of School for 2018-2019, Retired
   James S. Roth, Math Teacher, Milwood Magnet School: A Center for Math, Science and Technology, 6/14/2019, Resigned
   Jennifer L. Russell, Math Teacher, Middle School Alternative Learning Program, Last Day of School for 2018-2019, Resigned
   John J. Salem, Science Teacher, Maple Street Magnet School for the Arts, Last Day of School for 2018-2019, Resigned
B. Classified
   Robert P. Bresz, Custodian, Milwood Elementary School, 6/30/2019, Retiring
   Cathy J. Kiewiet, Food Service Manager, Business Office, End of the 2018-2019 school year, Retiring

V. Termination from Leave of Absence
A. Professional/Management
   Christie L VanFulpen, Business Education Teacher, Loy Norrix High School, 6/30/2021, Retirement

B. Classified

VI. Return from Leave of Absence
A. Professional/Management

B. Classified
KALAMAZOO PUBLIC SCHOOLS
BOARD OF EDUCATION

RESOLUTION IN SUPPORT OF ADEQUATELY FUNDING MICHIGAN SCHOOLS

A meeting of the Board of Education of the Kalamazoo Public Schools was held at 1220 Howard Street, Kalamazoo, Michigan on April 25, 2019 at 7:00 p.m.

The meeting was called to order by President Sholler-Barber.

Present:

Absent:

The following preamble and resolution were offered by Member __________ and supported by Member __________.

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;

WHEREAS, the Governor’s 21st Century Education Commission states that the urgency could not be greater regarding our K-12 performance, given that Michigan students underperform their peers nationally;

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

WHEREAS, different students have different needs, and different needs have different costs;

WHEREAS, the School Finance Research Collaborative (SFRC) is a broad-based, diverse and bipartisan group of community, business and education leaders, from Metro Detroit to the Upper Peninsula, who agree that it’s time to change how our schools are funded to cover the true cost of educating students;

WHEREAS, the School Finance Research Collaborative adequacy study provides lawmakers and the public with the best, most accurate, and most reliable information on what it truly costs to educate ALL Michigan students;

WHEREAS, the SFRC report and other research clearly demonstrate the need to increase funding for our schools and to target education funding more effectively;

NOW, THEREFORE BE IT RESOLVED that Kalamazoo Public Schools calls upon the Michigan Legislature to fulfill its commitment to maintain and support a system of free public elementary and secondary schools with the resources recommended in the School Finance Research Collaborative report to enable each child to achieve proficiency on Michigan standards, consistent with the positive direction represented in the Governor’s budget released earlier this year;

NOW, THEREFORE BE IT RESOLVED that Michigan’s school funding formula should reflect the true cost of providing an education that meets the individual needs of each child with a weighted formula for poor students, special needs students, and English language learners, to permit
IX.

students with an equal opportunity to meet the performance standards set by the State of Michigan and the State Board of Education.

AYES:

NAYS:

MOTION DECLARED ADOPTED/REJECTED

Date:  April 25, 2019

__________________________
Jennie Hill Secretary, Board of Education

The undersigned, duly qualified and acting, Secretary of the Board of Education of the Kalamazoo Public Schools, Michigan, hereby certifies that the foregoing constitutes a true and complete copy of a resolution adopted by said Board of Education at a regular meeting held on April 25, 2019, the original of which is part of the board’s minutes.

The undersigned further certifies that notice of the meeting was given to the public pursuant to the provisions of the “Open Meetings Act” (Act 267, PA 1976, as amended).

Date:  April 25, 2019

__________________________
Jennie Hill secretary, Board of Education
April 30, 2019

MEETING ANNOUNCEMENT FOR THE
KALAMAZOO PUBLIC SCHOOLS BOARD OF EDUCATION

A regular meeting of the Board of Education of the Kalamazoo Public Schools will be held on Thursday, May 9, 2019 at 7:00 p.m. in the Board Room of the Administration Building, 1220 Howard Street, Kalamazoo, MI 49008.

Jennie Hill, Secretary
Board of Education

- Please contact the Superintendent’s Office in advance of the meeting if auxiliary aids or services for individuals with disabilities are needed.

- Official minutes of Kalamazoo Public Schools Board of Education open meetings are available for inspection within eight working days of the meeting at the Superintendent’s Office, 1220 Howard Street, Kalamazoo, MI 49008.
AGENDA

I. Call to Order

II. Pledge of Allegiance

III. Attendance

IV. Announcements and Recognitions

V. Committee Reports/School Reports

VI. Correspondence

VII. Consent Calendar Items
    A. Minutes
       April 22, 2019 Advance Meeting Minutes
       April 25, 2019 Regular Meeting Minutes
       April 25, 2019 Closed Meeting Minutes
    B. Business and Financial Reports
    C. Personnel Items
       Personnel Changes
    D. Other
       MCACA Grant Recommendation
       Harold and Grace Upjohn Foundation Grant Recommendation

VIII. Persons Requesting to Address the Board (3 minutes individual limit)

IX. Reports and Recommendations
    A. Resolution to consider designation of electoral representative for the June 3, 2019 biennial election – First read
    B. KPS Early Literacy Initiatives in the Context of the State’s Third Grade Reading Law

X. Other Business

XI. Comments by Trustees/Superintendent

XII. Closed Session (if needed)

XIII. Next Regular Board of Education Meeting: Thursday, May 23, 2019
President Patti Sholler-Barber called the special meeting to order at 6:24 p.m. in the media center of the West Main School Professional Development Center, 1627 West Main Street. The purpose of the meeting was for the board to hold a communications workshop, as well as discuss any other matters that may come before the board.

Board members present: Ken Greschak, TiAnna Harrison, Jennie Hill, Jermaine Jackson, Tandy Moore, Jason Morris, and Patti Sholler-Barber. Superintendent Dr. Michael Rice was also present.

After an icebreaker and an opportunity for public comment, the board heard a presentation from Deputy Superintendent for Business, Communications, and Operations Mr. Gary Start and Transportation Supervisor Ms. Terri Aman regarding the history and types of school choice in the district and state, including district magnet schools, intra-county choice, inter-county choice, and charter, cyber, private, and parochial schools.

Finally, the board reviewed its long-term board goals and brainstormed topics for board committee work in the coming year.

President Patti Sholler-Barber adjourned the meeting at 7:59 p.m.

Respectfully submitted by,

Jennie Hill, Secretary
Board of Education
I. Call to Order
President Patti Sholler-Barber called the April 25, 2019 regular Board of Education meeting to order at 7:01 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, Jermaine Jackson, Tandy Moore, Jason Morris, and Patti Sholler-Barber. Superintendent Dr. Michael Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee presented Kalamazoo Central’s Wrestling Team District Champions: Joshua Boggan, Nathan Horweth, Colin Smith, Jaiquan Tipton (unable to attend), and Brian White Jr., ninth grade; Leonardo Galasso, Jeriean Steward, Nicklas Vallier, Sean Vasquez, Cameron Williams (unable to attend), and Humberto Zamora (unable to attend), tenth grade; and Jeffrey DeYoung, Lafayette Evans (unable to attend), Kolby Goheen, Samuel Henley, Austin Post, Xochitl Robertson-Rosas, and Maurice Wasson (unable to attend), twelfth grade.

Also in attendance and introduced by Mr. Lee were Kalamazoo Central High School Principal Valerie Boggan, Assistant Principal/Athletic Director Dylan Patterson, Coach Mike Schrum, and assistant coaches Nico Lopez and Josh Morehouse. Coach Shane Kelly and Rob Espinoza were unable to attend. Mr. Lee announced that Coach Schrum had been named Regional Coach of the Year. The students’ parents and family members in the audience were also recognized.

V. Committee Reports
Evaluation/Accountability Committee – Trustee Hill, chair, stated that the committee had met on April 15 and had received an update from Assistant Superintendent of Teaching and Learning Services Cindy Green and Director of School Improvement, Title I and Assessments Geoffrey Howe on the PSAT for eighth grade students. Ms. Green noted that the first year of this test for eighth grade students had gone very smoothly. Trustee Hill noted that the NWEA-MAP testing would be in May. She stated that the committee had also discussed meetings with the administration and UAW regarding ways to increase professional development for staff.

Operations Committee – Trustee Greschak, chair, stated that the committee had met on April 23 and had reviewed a billboard campaign for KPS. He noted the committee had also discussed the upcoming bond projects at Phoenix High School and Edison Environmental Science Academy. Trustee Greschak stated that the committee had reviewed a resolution that the board would discuss later during the board meeting, and also a KRESA request for state approval for starting school before Labor Day in 2020-21, due to a late Labor Day in 2020.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of April 12 through April 25, 2019. (File #19)
VII. **Consent Calendar**

President Sholler-Barber presented the Consent Calendar items: VII.A. April 11, 2019 Regular Meeting Minutes; VII.B. Purchase Recommendations 2019-24 and 2019-25; and VII.C. Personnel Changes.

Deputy Superintendent for Business, Communications and Operations Gary Start reviewed the purchase recommendations:

- **2019-24** in the amount of $34,912.71 from the teaching and learning services cost center for the purchase of 29 Project Lead The Way (PLTW) Gateway VEX Kits with mobile storage for the implementation of the automation and robotics courses at The Milwood Magnet School: A Center for Math, Science and Technology and Maple Street Magnet School for the Arts.

- **2019-25** in the amount of $103,364.31 for the purchase of approximately 30,000 books that will allow all rising 3rd, 4th, 5th, and 6th grade students to receive seven self-selected books and one district-selected book during the summer.

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

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

**Discussion:** Dr. Rice explained the challenge of addressing summer slide in reading levels. He noted that the purchase and distribution of the 30,000 books was an effort to keep children reading in the summer and to reduce summer slide in reading levels as a result.

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.

*Margaret Wilson, 1322 Merrill Street, Kalamazoo,* introduced herself as a parent of three daughters, two of whom are currently enrolled at El Sol Elementary School. She stated that El Sol was at risk of losing a teacher due to lack of enrollment. Ms. Wilson noted that a dual language program required smaller class sizes for students to be successful. She asked that the board look at El Sol independently from other schools and to please reconsider removing a teacher for the 2019-20 school year.

*Zanaya Wilson, 1322 Merrill Street, Kalamazoo,* introduced herself as an El Sol student. She stated that she was concerned that class sizes at her school would make it difficult to sit on the carpet and read because of too many students in a class. Ms. Wilson stated that she loved reading and that sitting on the floor and reading was one of her favorite things to do in school.
Emily Greenman Wright, 1525 Merrill Street, Kalamazoo, introduced herself as a graduate of KPS and a parent of two students at El Sol Elementary. She thanked the board for all that they do for parents and the community. Ms. Greenman stated that she was aware that public school funding was unpredictable and that El Sol was currently slated to lose a third grade classroom and a full-time teacher due to student enrollment. She noted that small classrooms were crucial for rising third graders and asked the board to consider the specific needs of El Students and families.

Tiffany Hudok, 6545 Rose Arbour Avenue, Kalamazoo, introduced herself as a KPS graduate and a parent of a Kalamazoo Central High School freshman and a sixth grade student at Linden Grove Middle School. She stated that she would like to see the district commit to improving its quality and methods of communication with KPS families over the next year. Ms. Hudok noted that she would specifically like to see improvement in the communications policy, staff response to questions and concerns from families, and an up-to-date online presence.

Ingrid Ramirez, 1810 Vanzee Street, Kalamazoo, introduced herself as a parent of a student at El Sol Elementary School. She stated that she would like the board to reconsider the decision to cut a full-time teacher from El Sol next fall. Ms. Ramirez noted that El Sol families were in need of additional support from their school and that their children would suffer as a result of eliminating a third grade classroom. She thanked the board for its time and all that the trustees do for KPS students.

Abraham Bello, 2811 South Westnedge Avenue, Kalamazoo, introduced himself as a parent of a fifth grade, second grade, and a pre-K student at El Sol. He noted that he had been a student through KPS adult education as an ESL student and could relate to all of the families here tonight. Mr. Bello explained that his experience as an ESL teacher in Mexico was that small classes offered better quality and success for students. He stated that he hoped that the board would consider keeping small classes at El Sol to maintain a high level of teaching for dual language students.

Amanda Miller, Mattawan, introduced herself as the Kalamazoo Education Association president. She stated that she had had a lot of inquiries on the snow day waivers. Ms. Miller also suggested doing the letters of intent for returning KPS students a different way in the future.

Ms. Miller stated that some teachers had not been asked about the Lincoln Project and that it had been a directive to social studies teachers. Ms. Miller shared that she believed that the Lincoln Project should not have been brought into KPS schools.

IX. Reports and Recommendations
Resolution in Support of Adequately Funding Michigan Schools
Trustee 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;

WHEREAS, the Governor’s 21st Century Education Commission states that the urgency could not be greater regarding our K-12 performance, given that Michigan students underperform their peers nationally;

WHEREAS, the way we fund Michigan’s public schools is fundamentally broken;
WHEREAS, different students have different needs, and different needs have different costs;

WHEREAS, the School Finance Research Collaborative (SFRC) is a broad-based, diverse and bipartisan group of community, business and education leaders, from Metro Detroit to the Upper Peninsula, who agree that it’s time to change how our schools are funded to cover the true cost of educating students;

WHEREAS, the School Finance Research Collaborative adequacy study provides lawmakers and the public with the best, most accurate, and most reliable information on what it truly costs to educate ALL Michigan students;

WHEREAS, the SFRC report and other research clearly demonstrate the need to increase funding for our schools and to target education funding more effectively;

NOW, THEREFORE BE IT RESOLVED that Kalamazoo Public Schools calls upon the Michigan Legislature to fulfill its commitment to maintain and support a system of free public elementary and secondary schools with the resources recommended in the School Finance Research Collaborative report to enable each child to achieve proficiency on Michigan standards, consistent with the positive direction represented in the Governor’s budget released earlier this year;

NOW, THEREFORE BE IT RESOLVED that Michigan’s school funding formula should reflect the true cost of providing an education that meets the individual needs of each child with a weighted formula for poor students, special needs students, and English language learners, to permit students with an equal opportunity to meet the performance standards set by the State of Michigan and the State Board of Education.

MOTION: Moved by Trustee Harrison, supported by Trustee Morris to accept the Resolution in Support of Adequately Funding Michigan Schools.

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

Board discussion:
President Sholler-Barber noted the importance of robotics, ESL students, better communications, and updating websites, all of which would cost additional money. She stated that KPS would like state funding for schools to keep up with inflation to be sure that schools could adequately support homeless students, students with special needs, and students that are at-risk.

Trustee Hill stated that the best way to increase public school funding was to vote. She explained that you need to know who the candidates are and which of them support public education. Trustee Hill shared that you can find this non-partisan information through the League of Women Voters’ website at www.vote411.org.

Trustee Greschak stated that at tonight’s meeting parents spoke to the need to retain small class sizes at El Sol Elementary. He shared that schools adequately funded by the state would allow KPS to reduce class sizes. Trustee Greschak agreed with Trustee Hill and recommended that the community get to know who they were voting for and that they support public education.
Trustee Jackson concurred with Trustee Greschak, Trustee Hill, and President Sholler-Barber. He stated that it was important to have accurate information on the KPS website and hoped that this could be done without an expensive upgrade to its system.

Dr. Rice stated that there had been four studies done in Michigan in the last four years that stated that we were underfunding our public schools. He noted that those studies had been introduced and approved by a range of Republicans and Democrats. Dr. Rice shared that one study, led by the former Republican Lieutenant Governor Brian Calley, stated that we were underfunding special education by three quarters of a billion dollars. He explained that the School Finance Research Collaborative (SFRC) was the most comprehensive of the four studies that we were underfunding poor children, English language learners, and special needs children in Michigan. Dr. Rice noted that the SFRC study had stated that children should be funded at $9,590 in base funding and that there should be additional weights for poor children, special needs children, and English language learners. He stated that people who were concerned about the underfunding of public education should address those concerns to the state legislature in Lansing. Dr. Rice explained that the governor’s budget would increase funding for public schools and that it deserved to be supported in Lansing.

X. Other Business
None.

XI. Comments by Trustees
Trustee Jackson shared that Party in the Park with the Kalamazoo Public Library would be on May 29 at 10:00 a.m. in Bronson Park. He noted that this would be a fun annual event for children and families.

Trustee Hill stated that on April 27 she had attended Earth Day in Bronson Park. She noted that Kalamazoo Central National Honor Society students were face painting and Loy Norrix Honor Society students were supporting the Paris agreement. Trustee Hill noted that she had been very impressed by how informed the students were on climate change. She congratulated Loy Norrix Knightlife and teacher Tisha Pankop for the many awards that the student newspaper had won at the recent state competition.

Trustee Moore stated that she would like to hear more from the Operations Committee about why KPS had decided to spend money on a billboard campaign. She noted that she was happy to see robotics at all four comprehensive middle schools and would like to see it at the Middle School Alternative Learning Program so that all students had access to this opportunity. She noted that board members had attended meetings at Dr. Martin Luther King, Jr. in Westwood Elementary School and Arcadia Elementary School this week and that there was another opportunity to attend a forum on May 29 at 6:30 at the First Baptist Church downtown.

Trustee Morris stated that it had been a good exchange with parents at the Arcadia Elementary forum. He noted that he looked forward to doing more school meetings in the future.

Trustee Greschak stated that on April 22, the board had had a special meeting to set priorities and directions for the coming year. He noted that the board had shared common ground on what it hoped to review in board committees in the coming year, including trades and vocational training, core skills, and communications. Trustee Greschak stated that he had attended the forum at Arcadia Elementary and that he was looking forward to the community forum on the 29th at First Baptist Church.
Trustee Harrison stated that she supports better funding of Michigan schools. She expressed her concern about the upcoming third grade reading law. Trustee Harrison noted that it was very important for families to understand that law and how parents can support their children at home. She thanked parents for coming to the meeting tonight.

President Sholler-Barber stated that the board planned to schedule regular advance meetings at the West Main Professional Development Center to promote communication within themselves. She noted that she had received positive feedback regarding the school meetings at King-Westwood and Arcadia from parents and participants.

President Sholler-Barber appreciated the concern she heard from parents at El Sol regarding class size and noted that this was very much an economic issue, but that she believed the benefits of smaller classes were incredible. She stated her hope that KPS would be able to accommodate the request from El Sol parents.

President Sholler-Barber congratulated Loy Norrix Knightlife. She reminded parents and community to get out and support spring sports at KPS schools. President Sholler-Barber noted that they were near the end of the search for a new Community In Schools (CIS) executive director and hoped to make an announcement at the May CIS meeting. She congratulated Dr. Rice for making it as a finalist in the state superintendent search.

Comments by the Superintendent
Dr. Rice stated that the NAACP ACT-SO competition would be at Mt. Zion on April 27. He also noted that KPS would be honoring Mrs. Juanita Goodwin and Sergeant Al Goodwin at Lincoln International Studies School on April 27. Dr. Rice shared that Mrs. Goodwin was the first African American female principal in KPS. He noted that the KPS teacher job fair would be on April 27 at the West Main School Professional Development Center.

Dr. Rice stated that KPS had had twelve snow days this school year and the district was currently waiting for the state legislature to vote on whether it would provide districts more flexibility on determining the last day of school. He noted that if the legislature did not provide additional days, KPS would have to add more days to the end of the school year.

Dr. Rice stated that KPS was constantly working to improve the website. He noted that KPS would continue to improve all of its communication vehicles.

Alex Lee stated that KPS has a Facebook page with over 10,000 followers and growing.

Director of Student Services Nkenge Bergan stated that with respect to the letters of intent, each family had received one form with all of their children on it. She noted that there were three waves of letters of intent. Ms. Bergan stated that after the first letter was sent out, the Student Services Department had sent out a second mailing to those families that had not returned their initial letter of intent. She explained that a third mailing had been sent to those who had still not responded to the first or second mailing.

XII. Closed Session (if needed)
President Sholler-Barber called for a closed session meeting to discuss a legal matter and stated that the board may or may not return to open session.
**MOTION:** Moved by Trustee Greschak, supported by Trustee Hill to move to closed session at 8:18 p.m.

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

Returned to session at 9:16 and adjourned the meeting at 9:17 p.m.

**XIII.** President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, May 9, 2019 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary on behalf of Jennie Hill, Secretary Board of Education
TO: Board of Trustees

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

DATE: May 9, 2019

SUBJECT: Personnel Changes

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

I. Employment
   A. Professional/Management
      Glenda Y. Forbes, Special Education Teacher, Elementary location to be determined, August 2019
      Joseph K. Zahrn, Math Teacher, Loy Norrix High School, August 2019

   B. Classified

II. Promotions/Key Transfers
   A. Professional/Management

   B. Classified
      Jeremy T. Coats, transfer from Special Education Paraprofessional, Loy Norrix High School, to Self-Contained Paraprofessional, Linden Grove Middle School, 5/2/2019
      Holly D. Perkins, from Instructional Secretary, Teaching & Learning Services to Instructional Project Assistant, Teaching & Learning Services, 5/6/2019
      Donald E. Snyder, Plumber’s Helper, Facilities Management Department, returned to Bus Driver, 4/23/2019

III. Leaves of Absence
    A. Professional/Management

IV. Terminations
   A. Professional/Management
      Sarah A. Leineke, Math Teacher, Loy Norrix High School, Last Day of School for 2018-2019, Resigned
      Amira D. Mogaji, Principal, Northglade Montessori Magnet School, 6/14/2019, Resigned
      Phillip M. Timko, Math Teacher, Hillside Middle School, Last Day of School for 2018-2019, Resigned

   B. Classified
      DeRhonda S. Edwards, Homeless Liaison & Title I Family Involvement Specialist, Student Services, 6/14/2019, Resigned
V. Termination from Leave of Absence
   A. Professional/Management
   B. Classified

VI. Return from Leave of Absence
   A. Professional/Management
   B. Classified
TO: Board of Trustees

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

DATE: May 9, 2019

SUBJECT: Approval of the Michigan Council for the Arts and Cultural Affairs (MCACA) Grant Application Submission for an Artist in Education Residency (AIER) Program Grant from Woods Lake Elementary: A Magnet Center for the Arts

RECOMMENDATION: It is recommended that the Board approve the submission of a grant application to MCACA for an Artist in Education Residency Program for Woods Lake Elementary: A Magnet Center for the Arts.

RATIONALE: MCACA requires board approval of a grant application to support a dance artist in residence.

During the grant period, October 1, 2019 – September 30, 2020, all students and teachers from Woods Lake would engage in activities in the dance studio led by Debra Norton. Ms. Norton created the dance program at Woods Lake and has worked with our students since 2004. Woods Lake has been able to maintain her position through arts grant-seeking along with the districts contracted services budget. This grant award would assist with the effort to keep a vibrant dance program at Woods Lake.

The purpose of the grant is to provide dance instruction for all students once a week, and a more intense dance program for 65 students who commit to the dance company and rehearse during two recess periods a week. Ms. Norton would collaborate with classroom teachers to continue to offer a dance program that is integrated with the core curriculum, to include literacy skills, math, science, and social studies. In her program, Ms. Norton also promotes critical thinking skills and develops students’ abilities to describe, analyze, and interpret content through an exploration of dance.

The grant request is for $20,000, which would be totally allocated to pay Ms. Norton. Other grant monies would be pursued for students attendance at Education for the Arts (EFA) dance performances, artistic fees for guest dance workshops at Woods Lake, and instructional dance materials.
MICHIGAN COUNCIL FOR ARTS AND CULTURAL AFFAIRS
ARTS IN EDUCATION RESIDENCY (AIER) PROGRAM

Application Deadline: June 1, 2019
Project Must Take Place: October 1, 2019 – September 30, 2020
Applicant: Woods Lake Elementary: A Magnet Center for the Arts
Authorized Official: Micole Dyson, Principal
Project Director: Diane Eberts, Project Director

Project Summary
This project will provide much needed funding for the continuation of the outstanding dance program at Woods Lake Elementary: A Magnet Center for the Arts for the grant term October 1, 2019 – September 30, 2020. Professional Dance Artist Debra Norton will reside at Woods Lake Elementary teaching a core group of 65 students, a total group of 650 students and 30 teachers the elements of dance and creative movement. She will stage performances, facilitate student choreography, and collaborate with teachers to create inquiry-based lessons to connect movement and dance with the core curriculum. Students will demonstrate their understanding of both through classroom and performance assessments. Students will also have the opportunity to experience a professional dance performance, sponsored by Education for the Arts. Dance instruction enriches the students artistically at Woods Lake, helps to balance the arts experience and enhances the teaching and learning across the curriculum. This program is essential to maintaining credibility as an Arts Magnet School.

Debra Norton is a performer with Kalamazoo’s Ballet Arts Ensemble, faculty member at Ballet Arts and Western Michigan University, and has worked extensively as a choreographer. She is a Teaching Artist for the Lincoln Center Institute (LCI) for Aesthetic Education Affiliate, a highly competitive and selective program. Ms. Norton’s work with elementary-age children has been celebrated for her ability to take children to a new level of dance performance while instilling a passion for the art form.

Proposed Budget:
We are requesting the maximum grant amount of $20,000 to fund Debra Norton. For the FY19 grant award, we applied for $20,000 and were awarded $10,000. Transportation to the EFA performances, artistic fees for guest artists and instructional materials for the dance program will be funded with other grant monies.

This grant requires no “new money” from the Kalamazoo Public Schools or Woods Lake Elementary School. Components of the project that are not listed below will be funded with other grant monies.

Expenses:
Debra Norton, Contracted Services $20,000
TO: Board of Trustees

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

DATE: May 9, 2019

SUBJECT: Approval of a Harold and Grace Upjohn Foundation Grant Application Submission for an Artist Residence Grant from Woods Lake Elementary: A Magnet Center for the Arts

RECOMMENDATION: It is recommended that the Board approve the submission of a grant application for an Artist in Residence Program to the Harold and Grace Upjohn Foundation for Woods Lake Elementary: A Magnet Center for the Arts.

RATIONALE: The Harold and Grace Upjohn Foundation requires board approval of a grant application to support a dance artist in residence.

During the grant period, October 1, 2019-August 30, 2020, all students and teachers from Woods Lake would engage in activities in the dance studio led by Debra Norton. Ms. Norton created the dance program at Woods Lake and has worked with our students since 2004. Woods Lake has been able to maintain her position through arts grant seeking and the district contracted services budget allowed. This grant award would assist with the effort to keep a vibrant dance program at Woods Lake.

The purpose of the grant is to provide dance instruction for all students once a week and a more intense dance program for 65 students who commit to the Dance Company and rehearse during two recess periods a week. Ms. Norton would collaborate with classroom teachers to offer a dance program that is integrated with the core curriculum and enhance literacy skills along with math, science and social studies. In her program, she also promotes critical thinking skills and develops student’s ability to describe, analyze and interpret content through an exploration of dance.

The grant request is for $15,000, which would be totally allocated to pay Ms. Norton. Other grant monies would be for students Education for the Arts dance performances, artistic fees for guest dance workshops at Woods Lake, and instructional dance materials.
Application Deadline: August 1, 2019
Project Must Take Place: October 1, 2019 – September 30, 2020
Applicant: Woods Lake Elementary: A Magnet Center for the Arts
Authorized Official: Micole Dyson, Principal
Project Director: Diane Eberts, Project Director

Project Summary
This project will provide much needed funding for the continuation of the outstanding dance program at Woods Lake Elementary: A Magnet Center for the Arts for the grant term October 1, 2019 – September 30, 2020. Professional Dance Artist Debra Norton, will reside at Woods Lake Elementary teaching a core group of 65 students, a total group of 650 students and 30 teachers the elements of dance and creative movement. She will stage performances, facilitate student choreography, and collaborate with teachers to create inquiry-based lessons to connect movement and dance with the core curriculum. Students will demonstrate their understanding of both through classroom and performance assessments. Students will also have the opportunity to experience a professional dance performance, sponsored by Education for the Arts. Dance instruction enriches the students artistically at Woods Lake, helps to balance the arts experience and enhances the teaching and learning across the curriculum. This program is essential to maintaining credibility as an Arts Magnet School.

Debra Norton is a performer with Kalamazoo’s Ballet Arts Ensemble, faculty member at Ballet Arts and Western Michigan University, and has worked extensively as a choreographer. She is a Teaching Artist for the Lincoln Center Institute (LCI) for Aesthetic Education Affiliate, a highly competitive and selective program. Ms. Norton’s work with elementary-age children has been celebrated for her ability to take children to a new level of dance performance while instilling a passion for the art form.

Proposed Budget:
We are requesting $15,000 to fund Debra Norton. We were awarded $15,000 in FY19, which was critical due to the lower MCACA award. Transportation to the EFA performances, artistic fees for guest artists and instructional materials for the dance program will be funded with other grant monies. This grant requires no “new money” from the Kalamazoo Public Schools or Woods Lake Elementary School. Components of the project that are not listed below will be funded with other grant monies.

This grant requires no “new money” from the Kalamazoo Public Schools or Woods Lake Elementary School. Components of the project that are not listed below will be funded with other grant monies.

Expenses:
Debra Norton, Contracted Services $15,000
TO: Board of Trustees
FROM: Michael F. Rice, Ph.D., Superintendent
DATE: May 9, 2019
SUBJECT: Resolution Designating District’s Electoral Representative for the June 3, 2019 Kalamazoo Regional Educational Service Agency (KRESA) Biennial Election – First Reading

RECOMMENDATION: It is recommended that the board consider the attached resolution, which will name its representative and alternate for the June 3, 2019 Kalamazoo RESA biennial election. The resolution will also state the names of the individuals for which the representative will be directed to vote on the first ballot.

RATIONALE: On March 26, 2019, Deb Vliek, executive assistant to the KRESA superintendent, gave notification of the KRESA board’s biennial election that will be held on June 3, 2019. Incumbents Dr. Delores Myers and Mr. David Webster will stand for re-election for a six-year term expiring 2025.

The aforementioned resolution must be passed by each board of education. The purpose of this resolution is to name the board’s voting representative delegate and alternate, and also name the candidates for which the representative will vote on behalf of the KPS board.
RESOLUTION DESIGNATING DISTRICT'S ELECTION REPRESENTATIVE
[To be adopted on or after May 13, 2019]

(the “District”)

A meeting of the board of education of the District (the “Board”) was held in the, within the boundaries of the District, on the day of, 2019, at o’clock in the .m.

The meeting was called to order by, President.

Present: Members

Absent: Members

The following preamble and resolution were offered by Member and supported by Member:

WHEREAS:

1. The biennial election of the Board of Kalamazoo Regional Educational Service Agency, Michigan (the “ISD Board”) will be held on Monday, June 3, 2019; and

2. The members of the ISD Board will be elected by an electoral body composed of one (1) person designated by the board of each of the constituent school districts; and

3. In accordance with Section 614(2) of the Revised School Code, MCL 380.614(2), this Board desires to designate as this District’s proposed representative and as an alternate designated representative in the event the designated representative is unable to attend and further desires to direct said representative and alternate to vote on behalf of this Board for a specific candidate or candidates.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. This Board does hereby approve the designation of as the representative of this Board for the electoral body, which body will elect () candidates to the vacancies on the ISD Board on Monday, June 3, 2019 and as an alternate in the event the designated representative is unable to attend.

2. The designated representative and alternate are further directed to cast a vote on at least the first ballot on behalf of this Board for .

3. The Secretary of this Board is hereby further directed to file a certified copy of this resolution with the ISD Board Secretary.

4. All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution be and the same are hereby rescinded.
Ayes: Members

Nays: Members

Resolution declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of , Michigan, hereby certifies that the foregoing constitutes a true and complete copy of a resolution adopted by the Board at a meeting held on , 2019, the original of which is part of the Board’s minutes. The undersigned further certifies that notice of the meeting was given to the public pursuant to the provisions of the “Open Meetings Act” (Act 267, Public Acts of Michigan, 1976, as amended).

Secretary, Board of Education
May 14, 2019

MEETING ANNOUNCEMENT FOR THE KALAMAZOO PUBLIC SCHOOLS BOARD OF EDUCATION

A regular meeting of the Board of Education of the Kalamazoo Public Schools will be held on Thursday, May 23, 2019 at 7:00 p.m. in the Board Room of the Administration Building, 1220 Howard Street, Kalamazoo, MI 49008.

KALAMAZOO PUBLIC SCHOOLS

Jennie Hill, Secretary
Board of Education

- Please contact the Superintendent’s Office in advance of the meeting if auxiliary aids or services for individuals with disabilities are needed.

- Official minutes of Kalamazoo Public Schools Board of Education open meetings are available for inspection within eight working days of the meeting at the Superintendent’s Office, 1220 Howard Street, Kalamazoo, MI 49008.
I. Call to Order

II. Pledge of Allegiance

III. Attendance

IV. Announcements and Recognitions

V. Committee Reports/School Reports

VI. Correspondence

VII. Consent Calendar Items
   A. Minutes
      May 9, 2019 Regular Meeting Minutes
      May 9, 2019 Closed Meeting Minutes
   B. Business and Financial Reports
   C. Personnel Items
      Personnel Changes
   D. Other

VIII. Persons Requesting to Address the Board (3 minutes individual limit)

IX. Reports and Recommendations
   A. MHSAA Membership Resolution
   B. KRESA 2019-20 Budget Resolution
   C. KRESA Career & Technical Education Presentation

X. Other Business

XI. Comments by Trustees/Superintendent

XII. Closed Session (if needed)

XIII. Next Regular Board of Education Meeting: Thursday, June 13, 2019
I. **Call to Order**
President Patti Sholler-Barber called the May 9, 2019 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, Jermaine Jackson, Tandy Moore, Jason Morris, and Patti Sholler-Barber. Superintendent Dr. Michael Rice was also present.

IV. **Announcements and Recognitions**
Executive Director of Communications Alex Lee presented:

- Loy Norrix High School Girl’s Swimming and Diving state participants: Annika Schnell, ninth grade; Ellie Haase, Ellie Lepley, Maya Moore, Samantha Vande Pol, and Lucy Wallis, tenth grade; and Carly Loken, eleventh grade.
- Kalamazoo Central High School Boy’s Swimming and Diving state participants: Sam Ankley and Andre Aro, twelfth grade.
- Loy Norrix High School Boy’s Tennis, MHSAA Regional Champion and MHSAA state quarterfinalist Reed Crocker (unable to attend), eleventh grade.
- Loy Norrix High School Boy’s Swimming and Diving state participants: Andrew Dougherty, Joseph Mitchell, and Erick Ponce Hernandez, eleventh grade.
- Loy Norrix High School Girl’s Bowling state participant Katherine Brugh (unable to attend), eleventh grade; and
- Loy Norrix High School Cross Country MHSAA state participant Jozef Meyers (unable to attend), eleventh grade.

Also in attendance and introduced by Mr. Lee were Loy Norrix High School Assistant Principal/Athletic Director Andrew Laboe, Swimming and Diving Coach Paul Mahar, Cross Country Coach Brad Schmidt, Kalamazoo Central High School Assistant Principal/Athletic Director Dylan Patterson, and Swimming and Diving Coaches Dan Fischer and Emily Oostema. The students’ parents and family members in the audience were also recognized.

V. **Committee Reports**
**Curriculum Committee** – *President Sholler-Barber, chair*, stated that the committee had met on April 23 and had discussed the new K-5 science materials that would be recommended to the board for approval. She noted that the committee had also discussed President Abraham Lincoln in the KPS curriculum and incentives for summer school.

VI. **Correspondence**
Secretary Hill reviewed the correspondence received for the period of April 26 through May 9, 2019. (File #20.)

VII. **Consent Calendar**
President Sholler-Barber presented the Consent Calendar items: VII.A.1. April 22 Advance Meeting Minutes, VII.A.2. April 25, 2019 Regular Meeting Minutes, and VII.A.3. April 25 Closed Meeting Minutes; VII.C. Personnel Changes; and VII.D.A. MCACA Grant Recommendation and VII.D.B. Harold & Grace Upjohn Foundation Grant Recommendation.
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. The proposed Resolution to Consider Designation of Electoral Representative for the June 3, 2019 KRESA biennial election.

MOTION: Moved by Trustee Harrison, supported by Trustee Greschak, to approve the Designation of Electoral Representative for the June 3, 2019 KRESA biennial election.

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

B. KPS Early Literacy Initiatives in the Context of the State’s Third Grade Reading Law
Assistant Superintendent of Teaching and Learning Services Cindy Green, Director of Curriculum and Instruction Dr. Terina Harvey, Coordinator of English Language Arts, Social Studies, and Library Services Angela Justice, and Director of Elementary Education Judy D’Arcangelis presented the following report:

Overview of Michigan Third Grade Reading Law
• The law was passed in 2016 by the Michigan Legislature;
• The goal of the law was to have all students reading at grade level by the end of grade three; and
• The law requires retention for students who are one or more years behind in reading in the 2020-21 school year.

Requirements of Michigan Third Grade Reading Law
• Provide supports to students who are below grade level in reading:
  • Must assess K-3 students within the first 30 days of school;
  • Must provide written notice to the student’s parent of the reading difficulty;
  • Must begin supports following the assessment; and
  • Must provide supports in the area of need.
• Train teachers:
  • Provide coaching supports to include assisting teachers in administering and analyzing assessments, monitoring student progress, modeling effective teaching strategies, diagnosing reading difficulties, and facilitating study groups; and
  • Train teachers on the five major reading components: comprehension, vocabulary, fluency, phonics, and phonemic awareness;
• Retain students in third grade:
  • The state will notify parents of the students who are one year or more behind; and
  • Students must have different strategies or instructional approaches in the following year, including a different teacher.

Other Provisions in the Law
• Individualized Reading Improvement Plan:
  • Developed by teachers, other staff, and parents to monitor student data and to document progress monitoring three times a year and intervention supports;
• Housed in KPS data warehouse so they will follow the student; and
• Provides teachers information on what was a success for students and where to begin with supports the following school year.

• Parent/Guardian supports:
  • Conferences; and
  • Parent grade-specific booklet with resources and strategies to promote literacy at home. Additional hands-on resources provided through KPS include flashcards, alphabet letters, alphabet mats, and journals for writing.

• Under the new law good cause exemptions will be in place for students with:
  • English language learner status;
  • Special education services;
  • 504 plans; or
  • A history of previous retention.

• Good cause exemptions may also be granted at the request of a parent or guardian, subject to approval by the superintendent or his or her designee.

Kalamazoo Public Schools Supports
• Reading Interventions:
  • Small group instruction;
  • Specialized programs (Heggerty, K-PALS, Lexia Learning, Leveled Literacy Intervention Kits, PALS, Phonics for Reading, World of Words) target specific student learning needs in the areas of phonics, phonemic awareness, vocabulary, fluency, decoding, and comprehension;
  • Intervention small groups provided to struggling readers by district interventionist/coach;
  • Tutoring (SLD Read, retired teachers, current teachers before/after school); and
  • Reading Recovery.

• Coaching Supports:
  • KPS; and
  • KRESA.

• Teacher Training:
  • Professional development around curriculum resources;
  • Grade level data meetings held at students’ schools; and
  • Instructional rounds implemented in some KPS elementary schools that involve external educators, internal educators, or a combination of both looking at of instructional practices through classroom visits and interviews with staff.

• Summer Initiative:
  • Summer school has been moved to take place in the middle of the summer to reduce the largest consecutive number of days with no school in the summer;
  • Eight books per student distributed by mail, a book every week and a half, to all students in rising third, fourth, fifth, and sixth grade; and
  • Open elementary libraries continuing this summer at Arcadia, Edison, King Westwood, Parkwood Upjohn, and Washington Writers’ Academy.

Community Supports
• Lift Up Through Literacy, KPS parent education and family literacy programs in the community. There are fall, winter, and spring sessions;
• Communities In Schools of Kalamazoo;
• SLD Read provides training for KPS teachers and one-on-one tutoring for KPS students;
• Mentoring;
• Goodwill Industries works with KPS in packaging and sending out summer reading books for rising 3-6 grade students;
• Kiwanis Club of Kalamazoo and Rotary Club of Kalamazoo provide dictionaries for third grade students and reading with second grade students;
• Kalamazoo Public Library partners with KPS on numerous projects including this year’s One Card initiative.

Board discussion:
Trustee Harrison shared her concern about the state’s new third grade reading law and the impact that the law would have on our community. She thanked the administration team for the work it had done to prepare KPS to take on the challenges of this new law. Trustee Harrison asked what KPS had in place for parent and guardian supports.

Ms. Justice stated that in addition to teachers providing support, parents receive a booklet that provides additional resources that are simple and basic to follow. She noted that KPS provides parents alphabet flash cards, something that the students had access to in their classroom, and journals for students to engage in writing.

Trustee Jackson asked if there was anything in place for parents with literacy issues.

Ms. Green stated that Lift Up Through Literacy worked at identifying families with these needs. She noted that the Kalamazoo Literacy Council worked with adults in the community on reading, writing, and comprehension skills.

Dr. Rice stated that the KPS Adult Education Program had a number of sites to work with adults to raise reading levels.

Trustee Hill thanked Teaching and Learning Services for the presentation. She stated that she felt this state law was unfair as there were many different reasons children cannot read by third grade.

Trustee Greschak noted the urgency of this new law that would begin retention at the end of the 2020-21 school year. He stated that KPS was currently identifying second grade students who need additional support in reading and was providing resources to help them succeed.

President Sholler-Barber stated that she loved how this reading program included the parents, our children’s first teachers. She noted that helping parents help their children was very important. President Sholler-Barber explained that there were individual support programs for different children with different needs. She noted that KPS, through Goodwill Industries, would send over 30,000 diverse books to rising third through sixth grade students during the summer for continued reading.

Dr. Rice stated that KPS was fortunate to have such a strong literacy team. He noted that children need to read outside of school: evenings, weekends, holidays, and summer. Dr. Rice shared that studies show that middle class students and working class/poor students grow at roughly the same level during the school year, but that they grow at different levels during the summer given the lower exposure of working class and poor children to books during the summer. He stated that we need to close the summer reading gap. Dr. Rice noted that 80% of the reading gap between the two groups of children was a function of the summer according to Dr. Richard Allington and other researchers.

X. Other Business
President Sholler-Barber stated that the board should do a study on the idea of school meetings and community forums. She proposed that the board evaluation committee consider the issue and decide the
correct way to do those forms of communication. President Sholler-Barber noted that the next Evaluation Committee meeting was on May 14.

**MOTION:** Moved by Trustee Hill, supported by Trustee Harrison, to send this concept of community meetings to the Evaluation Committee.

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

**Comments by Trustees**

Trustee Jackson stated that he had enjoyed reading to students at Washington Writers’ Academy and the interactions he had had with students and Principal Lanisha Spiller. He noted that he wanted parents to know that the Kalamazoo Public Library summer reading program was getting ready for kick-off on June 1. Trustee Jackson stated that there would be incentives and prizes throughout the summer for participating students. He congratulated Dr. Rice on his new position as state superintendent and wished him the best.

Trustee Moore stated that she appreciated that the board would have more discussion on community forums. She noted that the community forum held on April 29 had had a good turn-out and that there would be a follow-up discussion at Allen Chapel AME Church on May 13 at 6:00 p.m. Trustee Moore shared that there would be a Resilience film screening on May 14 at Loy Norrix High School at 6:30 p.m. She thanked Nkenge Bergan for helping to organize this event.

Trustee Moore stated that she wanted to know how and when the board would discuss the loss of Dr. Rice as KPS superintendent and that she would also like more information on the Alert, Lockdown, Inform, Counter, Evacuate (ALICE) pilot program being held at Phoenix High School.

President Sholler-Barber stated that both of Trustee Moore’s questions would be answered at this evening’s meeting.

Trustee Morris congratulated Trustee Harrison for completing all of the Michigan Association School Board training. He stated that he had attended the Michigan School Business Officials (MSBO) conference where Deputy Superintendent for Business, Communications and Operations Gary Start was presented with the MSBO Distinguished Service Award. Trustee Morris noted that it had been an amazing event and that Mr. Start and his staff had done an outstanding job in district leadership for more than three decades. He concluded his remarks by congratulating Dr. Rice on his appointment as state superintendent.

Trustee Hill stated that she had had the pleasure of joining first grade students from King-Westwood in a visit to the library. She noted that first grade students visit the library three times each year. Trustee Hill stated that she had also attended the MSBO award ceremony for Mr. Start. Trustee Hill also congratulated Dr. Rice.

Trustee Harrison thanked the administration for their leadership in KPS. She noted how hard the KPS team worked and that the team would be strong during the search for a new superintendent. Trustee Harrison also thanked the teachers for all that they do for the children of KPS and noted how important they would be during this transition. She stated that she appreciated the trustees who had attended the community forum on April 29.

Trustee Harrison stated that it was the fourth anniversary of the special education millage that was passed in 2015, and noted that one of the biggest supporters of that millage had been Trustee Morris. Trustee Harrison shared that she was very passionate in her concerns about the third grade reading law and thanked the district for putting in place the needed resources to support its children.
President Sholler-Barber stated that she was proud that the state of Michigan had selected Dr. Rice as the new state superintendent. She noted that all children in the state of Michigan would benefit from the leadership of Dr. Rice. President Sholler-Barber shared that there was great collaboration within KPS and that she was confident that the KPS administrative team, the board, and the teaching and support staff would stay strong during this transition.

President Sholler-Barber stated that she had attended the Listen and Learn program put on by the Michigan Department of Education on the proposed social studies curriculum at KRESA. She noted that the Washington Writers’ Academy neighborhood reading event had been wonderful, and that May was mental health awareness month. President Sholler-Barber stated that the YWCA Women of Achievement event was being held this evening, May 9, and wanted to congratulate Shirley Johnson for being a 2019 recipient of this award.

Trustee Morris stated that he had attended the Kalamazoo County School Officers Association meeting on May 8 and had appreciated the presentation on career and technical education. He noted that there would be 811,000 jobs open between now and 2024, 90% of which would require post-secondary education. Trustee Morris shared that Kalamazoo County does not have a centralized career and technical center and that KPS needed to have alternative means and alternative paths for its children’s future success. He stated that currently there was a lack of plumbers, carpenters, electricians, and masons and that this was a huge opportunity for the county to change the culture and expectations of its students.

Trustee Harrison stated that not all students wanted to attend four-year colleges/universities and that she wanted to focus on the importance of having other opportunities for KPS students to learn different employable skills. She advised that she looked forward to expanding career and technical education opportunities.

Dr. Rice stated that Alert, Lockdown, Inform, Counter, Evacuate (ALICE) training had been done with all KPS staff members in the district. He noted that KPS had a commitment to begin to provide this training to students. Dr. Rice stated that he had spoken with Principal Mr. Mark Hill of Phoenix High School about ALICE training, and that Director of Student Services Ms. Nkenge Bergan would share some detail about the training.

Ms. Bergan stated that ALICE student training piloted at Phoenix High School would be for KPS to see how to work with its young people. She noted that this was not active shooter training but rather ALICE empowerment training. Ms. Bergan shared that students would be in a classroom setting to learn the different approaches: Alert, Lockdown, Inform, Counter, and Evacuate. She explained that the students would go through problem solving to learn the best option to take given the information provided. Ms. Bergan stated that students would learn to make these decisions in a discussion format. She shared that the hope was to empower children to make good decisions, not to create fear or anxiety. Ms. Bergan noted that families and children would be able to opt out of the program if they chose.

Trustee Moore asked if this program would have an online component.

Ms. Bergan stated that there no online component. She explained that teachers would receive a PowerPoint presentation presented by Chief of Campus Safety Don Webster, and by her, with the support of local law makers. Once they have had the training, teachers would use the PowerPoint presentation in their classrooms with their students.

Dr. Rice asked Mr. Start and Mr. Lee to share about district marketing. Mr. Start stated that K-12 education in the state of Michigan was highly competitive. He noted that in part due to state laws, parents can choose among their local schools, private or parochial schools, home schooling, other local school
districts, charter schools, and cyber schools. Mr. Start explained that enrollment was critical to KPS revenue and that a change of just 1% of KPS student population (up or down) generates a change in its revenue in excess of one million dollars.

Mr. Start stated that this competitive environment makes marketing and advertising vitally important for KPS to offer opportunities to its students. He noted that local competitors would advertise and that if KPS did not, KPS would be hurt in its enrollment, revenue base, and programs.

Mr. Start explained that the recent purchase of billboards for the summer would cost $20,775, and that it would require the enrollment of only 2.6 students to cover this cost. He noted that the cost of the total campaign, including both billboard and online components, was $40,625, and that it would require the enrollment of only five students to cover this cost. Mr. Start stated that in this competitive environment, created by the state, not by KPS, advertising had become a necessity.

Trustee Moore asked if part of that budget would be used to improve the KPS website.

Alex Lee stated that KPS was currently in the process of moving to a new website platform, WordPress. He noted that WordPress would be easier to use and would offer online tutorials to help buildings train staff to maintain their websites. Mr. Lee stated that KPS should have the new platform up and running by this fall.

Trustee Hill noted that the KPS Facebook page seemed to have current and up-to-date information.

Trustee Morris stated that he had used the WordPress platform and found it to be really easy to use.

Trustee Greschak stated that KPS was a large district with a very small marketing budget. He noted that it was amazing that KPS was able to do what it did with such a small marketing budget.

President Sholler-Barber stated that the First Day Shoe Fundraiser “Brews and Shoes” would be held on May 20 at One Well Brewing. She asked that the community support this great cause.

Comments by the Superintendent
Dr. Rice stated that this was John McNeill’s last board meeting. He noted that Mr. McNeill had been an outstanding journalist in the community and was always fair, balanced, perceptive, and intelligent. Dr. Rice stated that he would be missed.

Dr. Rice congratulated Trustee Harrison on her MASB award. He also congratulated Mr. Start on his MSBO award and noted that Mr. Start was very well respected in a very challenging business.

Dr. Rice stated that career and technical education program development was something that KPS had been working on with KRESA, local educators, and local business people for 18 months. He shared that on May 1, he and President Sholler-Barber had had the opportunity to be with members of the business and education community to discuss the development of a plan that Assistant Superintendent of Teaching and Learning Services Cindy Green, Director of Secondary Education Johnny Edwards and he had helped shape along with other committee members. Dr. Rice stated that there would be more information on the plan at a coming KPS board meeting.

Dr. Rice shared that five board members had attended the KCSOA meeting and that the committee was looking at the possible expansion of career and technical education programming in the KRESA. He noted that the committee was looking at a possible millage. Dr. Rice stated that it would be doing a survey in the community in the next few weeks to determine what the interest was in career and technical education.
Dr. Rice stated that KPS was very much a team effort and that the KPS team was improving outcomes for children. He noted that the improved outcomes were a reflection of the strong work of the KPS team. Dr. Rice explained that the success began with the day-to-day work of teachers; support staff; and building administrators, supported by a central administration. He expressed appreciation for members of the central administrative team that attended the board meeting this evening: Gary Start; Cindy Green; Sheila Dorsey-Smith, assistant superintendent for human resources; Rikki Saunders, director of special education; Nkenge Bergan; Judy D’Arcangelis; Johnny Edwards; Alex Lee; Dr. Terina Harvey; Angela Justice; and Caycee Sledge, coordinator of instructional technology.

XII. Closed Session (if needed)
President Sholler-Barber called for a closed session meeting. As board president, I move that the board convene in closed session to review a written legal opinion of counsel Clark Hill PLC, which written legal opinion is exempt from disclosure as privileged and confidential documents pursuant to attorney-client privilege. The subject will be the superintendent search.

MOTION: Moved by President Sholler-Barber, supported by Trustee Greschak to move to closed session at 8:43 p.m.

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

Returned to regular session at 9:44 p.m. and adjourned the meeting at 9:45 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, May 23, 2019 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
TO: Board of Trustees
FROM: Michael F. Rice, Ph.D., Superintendent
DATE: May 23, 2019
SUBJECT: Approval of the Attached Purchase Recommendations

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

RATIONALE: In general, purchases greater than $24,459 for materials, supplies, equipment, building construction, renovation, or repair are brought before the board for approval.

The attached purchase recommendation data sheets include all purchases that require approval at this time. Aspects of the purchases that are considered significant to the decision-making process are outlined on the data sheets.
Item: Loy Norrix Playground Soft Surfacing Replacement

Cost Center: 2018 Bond

Cost Center Representative(s) Attending Board Meeting: Karen Jackson

Description of Need:
The playground at the childcare center at Loy Norrix High School has rubberized surfacing that will be replaced this summer. The current poured-in-place rubberized surfacing is deteriorating. This project was identified in the 2018 bond.

Vendor: Sinclair Recreation
Holland, MI

Number of Proposals Requested: 4 Received: 2

Low Bid Accepted: Yes

Additional Information:

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<th>Budget Amount</th>
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Board Meeting Date: May 23, 2019  
Request Number: 2019-27  
Amount: $213,023.67  

Item: Diverse Classroom Library Books  

Cost Center: Title I and 2018 Bond  

Cost Center Representative(s) Attending Board Meeting: Cindy Green  

Description of Need: Our diverse classroom library sets have been funded through a variety of sources, including this order, which will be funded through Title I and the 2018 KPS bond. This order completes all the remaining kindergarten and first grade diverse classroom library sets and all fourth and fifth grade classroom diverse library sets.  

Vendor:  
Bookbug  
Kalamazoo, MI  
4th & 5th Grade Who Was Series - $52,463.46  

Cherry Lake Publishing  
North Mankato, MN  
1st & 2nd Itty Bitty Series - $36,708.00  

Mackin Educational Resources  
Burnsville, MN  
Kindergarten, 1st, 4th, & 5th Diverse Liverature Library Books - $121,487.66  

Follett School Solutions, Inc.  
1340 Ridgeview Dr.  
McHenry IL 60050-7048  
1st Grade Itty Bitty Series - $2,364.55  

Number of Proposals Requested: 7  
Received: 7  

Low Bid Accepted? Yes  

Additional Information: This recommendation will complete diverse classroom libraries in kindergarten through fifth grade elementary classrooms. All kindergarten, first, fourth, and fifth grade teachers will be trained in the fall of 2019. All second and third grade teachers received training this year, given their receipt of diverse classroom libraries this year. It is important that children read about and see characters who look like them.  

This purchase continues the district’s work in literacy diversity.
KALAMAZOO PUBLIC SCHOOLS

PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: May 23, 2019
Request Number: 2019-28
Amount: $668,918.00

Item: K-5 Elementary Science Resources

Cost Center: Teaching and Learning Services

Cost Center Representative(s) Attending Board Meeting: Cindy Green

Description of Need:
The Michigan science standards were adopted in 2015 and mark a shift towards application of science concepts to prepare students for college, careers, and citizenship in the 21st century. The Amplify curriculum materials include textbooks, teachers’ editions, student journals, online resources, and laboratory supplies for kindergarten through fifth grade. Each unit of Amplify Science provides students with opportunities to explore science phenomena and links science and engineering practices with laboratory experiences, projects, and engineering challenges that require students to solve real-world challenges related to the content.

Vendor: Amplify
Brooklyn, NY 11201

Number of Proposals Requested: 13       Received: 7

Low Bid Accepted? N/A

Additional Information:
The selection of Amplify occurred after an 8-month adoption process that included review of the science standards, research on best instructional practices and resources, and a six-week pilot of the top two resources. The pilot involved 36 teachers and over 800 students from across the district.

The cost of this purchase will be added to the teaching and learning services budget in the 2018-19 close estimate budget. Ending fund balance will not fall below that projected in the 2018-19 preliminary budget due to favorable variances in other line items.

Since this is a one-time purchase, these funds will be available for decision making in the 2019-20 budget.
TO: Board of Trustees  
FROM: Michael F. Rice, Ph.D., Superintendent  
DATE: May 23, 2019  
SUBJECT: Personnel Changes  

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

I. Employment
   A. Professional/Management
      Haley A. Crowton, Kindergarten Teacher, Spring Valley Center for Exploration, August 2019
      Erika K. Gutscher, Strategic Math/Robotics Teacher, Milwood Magnet School: A Center for Math, Science and Technology, August 2019
      Mackenzie M. Hill, Special Education/CBVE Teacher, Loy Norrix High School, August 2019
      Sarah M. Sullivan, 1st Grade Teacher, Spring Valley Center for Exploration, August 2019
   B. Classified
      Helen G. Buzby, Assistant School Secretary, Kalamazoo Central High School, May 13, 2019

II. Promotions/Key Transfers
   A. Professional/Management
      Robin C. Greymountain, from Principal at Parkwood Upjohn Elementary School, to Homeless Liaison/Title I Literacy Facilitator, Teaching & Learning Services, August 2019

   B. Classified

III. Leaves of Absence
   A. Professional/Management

IV. Terminations
   A. Professional/Management
      Cathleen A. Coryell, 8th Grade ELA and Social Studies Teacher, Linden Grove Middle School, 6/14/2019, Resigned
      Cynthia L. Gippert, Physical Education Teacher, Spring Valley Center for Exploration and Greenwood Elementary School, 9/30/2019, Retiring
      Sharn’a L. McGriff, Kindergarten Teacher, Spring Valley Center for Exploration, 6/14/2019, Resigned
B. Classified
Leonard J. Duke, Special Education Paraprofessional, Loy Norrix High School, August 2, 2019, Resigned
Regina T. Mahannah, Secretary, Linden Grove Middle School, 6/20/19, Retiring

V. Termination from Leave of Absence
A. Professional/Management
B. Classified

VI. Return from Leave of Absence
A. Professional/Management
B. Classified
TO:        Board of Trustees
FROM:  Michael F. Rice, Ph.D.
DATE:    May 23, 2019
SUBJECT:  2019-20 Michigan High School Athletic Association (MHSAA) Membership

RECOMMENDATION:  It is recommended that the Board adopt the Resolution for
                 Membership in the MHSAA for 2019-20.

RATIONALE:  Each year, school districts that want to host events and/or have their
           secondary school students participate in MHSAA-sponsored state
           meets and tournaments must apply for and receive membership in the
           MHSAA.

           Kalamazoo Public Schools students have benefited from participation
           in meets and tournaments in a variety of sports with other schools
           throughout the region for many years. There is no cost to the district
           for membership. Renewal of the membership will ensure our
           continued participation in 2019-20.
The Michigan High School Athletic Association is a voluntary, nonprofit corporation comprised of public, private and parochial junior high/middle and senior high schools whose Boards of Education/Governing Bodies have voluntarily applied for and received membership for and on behalf of their secondary schools. The association sponsors statewide tournaments and makes eligibility rules with respect to participation in such Michigan High School Athletic Association sponsored tournaments in the various sports. Each Board of Education/Governing Body that wishes to host or participate in such meets and tournaments must join the MHSAA and agree to abide by and enforce the MHSAA rules, regulations and qualifications concerning eligibility, game rules and tournament policies, procedures and schedules. It is a condition for participation in any MHSAA postseason tournaments that high schools adhere to at least the minimum standards of Regulation I and the maximum limitations of Regulation II in ALL MHSAA Tournament sports.

Michigan High School Athletic Association tournaments are the collective property of the MHSAA and not of any individual member school. The MHSAA reserves the right to promote and advance the membership's interests with publication information; exclusive arrangements to create recognition and exposure for school-sponsored activities; restrictive policies prohibiting exploitation and commercialization of MHSAA-sponsored tournaments; appropriate proprietary interests, and the use of images or transmissions identifying contest officials, spectators and member schools' students, personnel and marks.

To obtain membership, it is necessary for the Board of Education/Governing Body to adopt the following resolution for its junior high/middle and senior high schools. This resolution must be formally ratified by your Board of Education/Governing Body and properly signed. Please return one signed copy for our files and retain one copy for your files. Resolutions that are modified in any way or are supplemented with letters placing additional conditions on MHSAA membership or tournament participation shall be rejected.

**MEMBERSHIP RESOLUTION**

For the year August 1, 2019 through July 31, 2020

**LIST ATTACHED**

the School(s) which are under the direction of this Board of Education/Governing Body.

(Junior high/middle and senior high schools of your school system which are to be listed as MHSAA members and receive MHSAA mailings during 2018-19 must be listed on the back of this form)

Kalamazoo Public Schools City of Kalamazoo

County of Kalamazoo, State of Michigan, are hereby:
(A) enrolled as members of the Michigan High School Athletic Association, Inc., a nonprofit association, and
(B) are further enrolled to participate in the approved interschool athletic activities sponsored by said association.

The Board of Education/Governing Body hereby delegates to the Superintendent or his/her designee(s) the responsibility for the supervision and control of said activities, and hereby accepts the Constitution and By-Laws of said association and adopts as its own the rules, regulations and interpretations (as minimum standards), as published in the current HANDBOOK as the governing code under which the said school(s) shall conduct its program of interscholastic athletics and agrees to primary enforcement of said rules, regulations, interpretations and qualifications. In addition, it is hereby agreed that schools which host or participate in the association's meets and tournaments shall follow and enforce all tournament policies, procedures and schedules.

This authorization shall be effective from August 1, 2019 and shall remain effective until July 31, 2020, during which the authorization may not be revoked.

**RECORD OF ADOPTION**

The above resolution was adopted by the Board of Education/Governing Body of the Kalamazoo Public School(s), on the 23rd day of May, 2019, and is so recorded in the minutes of the meeting of the said Board/Governing Body.

Kalamazoo Public Schools
1220 Howard Street
Kalamazoo, MI 49008

Board Secretary Signature
Schools Which Are To Be MHSAA Members During 2019-20

NOTE: Pursuant to the MHSAA Constitution, all high schools, junior high/middle schools, or other schools of Michigan doing a grade of work corresponding to such schools, may become members of this organization provided (a) the school building has enrollment and onsite attendance of at least 15 students, whether for grades 6 through 8 or 9, grades 7 through 8 or 9, or grades 9 or 10 through 12; and (b) if a nonpublic school, the school qualifies for federal income tax exemption as a not-for-profit organization. To reach the 15-student minimum for middle school membership, schools may join the MHSAA at the 6th-grade level whether or not 6th-grade students participate in athletics.

A. This Section does not require school districts to become member schools at the junior high/middle school level and does not require school districts to sponsor any interscholastic athletics for 6th grade students.

B. If a school district’s MHSAA Membership Resolution lists a junior high/middle school as an MHSAA member school, and if the school sponsors a 6th-grade team in any sport or permits a 6th-grade student to participate with 7th- and/or 8th-grade students in any sport, then all of Regulations III and IV apply to all 6th-graders in all sports involving 6th-graders on teams sponsored by that school. If the school does not allow any 6th-graders to participate in a sport, MHSAA rules do not apply in that sport.

C. *If the 6th-graders are in a separate building, and participating with the 7th- and 8th-graders, the 6th-grade school building must be listed as an MHSAA member school.

Member High School(s) (if any)
List separately from JH/MS even if all grades are housed in the same building.

1. Kalamazoo Central High School
2. Loy Norrix High School
3. Phoenix High School
4. 
5. 

Junior High /Middle School(s) (if any)
List separately from HS even if all grades are housed in the same building.

1. Hillside Middle School
   Name of Junior High/Middle School
   Configuration of grades in school (e.g. K-6, 6-8, 7-8, 7-9): 6-8
   Provide anticipated 2019-20 7th- and 8th-Grade Enrollment: 373
   Provide anticipated 2019-20 6th-Grade Enrollment: 184
   • Yes 6th-grade students will be participating in one or more sports for the above school
   • Yes 6th-graders are housed in the same building as 7th- and 8th-graders
   • Yes 6th-graders will be participating, in at least one sport, with 7th- and 8th-graders

2. Linden Grove Middle School
   Name of Junior High/Middle School
   Configuration of grades in school (e.g. K-6, 6-8, 7-8, 7-9): 6-8
   Provide anticipated 2019-20 7th- and 8th-Grade Enrollment: 516
   Provide anticipated 2019-20 6th-Grade Enrollment: 244
   • Yes 6th-grade students will be participating in one or more sports for the above school
   • Yes 6th-graders are housed in the same building as 7th- and 8th-graders
   • Yes 6th-graders will be participating, in at least one sport, with 7th- and 8th-graders

3. Maple Street Magnet School for the Arts
   Name of Junior High/Middle School
   Configuration of grades in school (e.g. K-6, 6-8, 7-8, 7-9): 6-8
   Provide anticipated 2019-20 7th- and 8th-Grade Enrollment: 589
   Provide anticipated 2019-20 6th-Grade Enrollment: 263
   • Yes 6th-grade students will be participating in one or more sports for the above school
   • Yes 6th-graders are housed in the same building as 7th- and 8th-graders
   • Yes 6th-graders will be participating, in at least one sport, with 7th- and 8th-graders

One additional page added for middle schools
4. Milwood Magnet School: A Center for Math, Science and Technology

Name of Junior High/Middle School

*Configuration of grades in school (e.g. K-6, 6-8, 7-8, 7-9): 6-8*

Provide anticipated 2019-20 7th- and 8th-Grade Enrollment: 503

Provide anticipated 2019-20 6th-Grade Enrollment: 238

- **Yes** 6th-grade students will be participating in one or more sports for the above school
- **Yes** 6th-graders are housed in the same building as 7th- and 8th-graders
- **Yes** 6th-graders will be participating, in at least one sport, with 7th- and 8th-graders
TO: Board of Trustees  

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

DATE: May 23, 2019  

SUBJECT: Resolution Regarding the 2019-20 Kalamazoo Regional Educational Service Agency (KRESA) Budget  

RECOMMENDATION: It is recommended that the board approve the attached Kalamazoo Regional Educational Service Agency General Education Fund Budget Resolution.  

RATIONALE: In accordance with Section 380.624 of the Revised School Code, the Board must adopt a resolution expressing its support or disapproval of the proposed Intermediate School District (ISD) budget, and must submit to the ISD board any specific objections and proposed changes that the board may have to the budget prior to June 1, 2019.  

The KRESA budget materials are attached.
To: Local District Boards of Education

From: Scott Thomas, Assistant Superintendent for Business Services

Date: April 26, 2019

Subject: Kalamazoo RESA 2019-2020 Original General Education Fund Budget Narrative and Resolution

The Kalamazoo RESA (KRESA) 2019-2020 Original General Fund budget shows an overall increase in revenues of approximately 2.1% and an overall increase in expenditures of approximately 2.4%, which is primarily due to the impact of an increase in taxable values, grant funding and shared service agreements on the various departments discussed in more detail below. The budget anticipates an overall deficit of $196,552. This will leave the General Fund with an estimated unassigned fund balance at June 30, 2020 of $6,641,834 or 13.5% of annual expenditures. KRESA’s overall fund equity is approximately 7.0% of total program expenditures when combined with the Special Education Fund (which has a 1.3% fund balance).

KRESA’s sources of General Fund revenues include an operating tax levy of 0.1444 mills on all property in the KRESA area. We are anticipating that property taxable values will increase by 3.85% and that property tax revenue will increase by $42,695. State aid is received through Section 81 of the State Aid Act and this budget assumes Section 81 State Aid will remain flat. Grants make up a large portion of the revenue received by KRESA, as well as departments that provide services on a fee for service basis or shared service agreements.

KRESA’s expenditures include the following assumptions: 2.9% increase in health insurance costs, retirement cost to increase based on published rates effective 10-1-2020 and a compensation adjustment for staff that includes an increase to the salary schedules plus step advancements. KRESA has mitigated rising expenditures by implementing the hard cap (instead of 80/20 premium share) for health insurance, charging employees contributions and modifying the level of benefits, so that the actual cost paid by KRESA is lower than what is allowed under the hard cap. KRESA also implemented single subscriber coverage for new full-time employees in grades 12 or below at the beginning of the 2013-2014 school year, which continues to generate savings each year as seasoned employees retire.

KRESA’s revenues and expenditures are categorized as follows:

General Administration and Maintenance: These expenses include the General Fund portion of the Board of Education, Superintendent’s Office, Public Information, Human Resources Department, Business Office, Truancy Office, and Maintenance and Operations departments. These departments are primarily funded through property tax revenue and Section 81 State Aid revenue.

Technology Services: The Technology Services department supports the technology needs of KRESA programs, state reporting compliance, on-site technology support staff to schools, internet bandwidth and phone service to local schools, network engineering and customer service support personnel. Many of the services
provided are on a fee for service model and direct support is charged back to the various KRESA departments. KRESA’s General Fund budget is projected to contribute an additional $316,482 to support this department.

Seeds for Success and Great Start Readiness Program (GSRP): This budget includes the birth to five year old programs county-wide. Funding includes state and local grants, local district contributions and $107,149 in direct support from KRESA’s General Fund budget. The budget assumes funding for 2,094 GSRP preschool slots with 1,792 of these slots being provided to local districts and private providers.

REMC and Print Center: REMC is funded with local district membership fees and both receive fee for service in the areas of our full print shop, graphic arts services, county-wide delivery services, teachers’ material center, shredding services, video and media library, and other various services. The departments operate much like a business and schools who participate in the program pay a fee for the services they purchase. It is projected that REMC will operate with a slight surplus of $1,493 and the Print Center with a deficit of $64,243 due to the purchase of a new commercial printer.

Instructional Services: The Instructional Services department is funded with state and federal grants along with local district professional development consortium contributions, fee for service coaching billings and a direct contribution from the KRESA General Fund budget of $461,957. The expenditures include the following grants: Title I Regional Assistance, Early Literacy, MiSTEM Network Regions, United Way Early Reading and MiBLSi grants. Instructional Services leads workshops through the professional development consortium and provides instructional coaching services to local school districts.

Education for the Arts (EFA) and Education for Employment (EFE): These programs provide arts education and career and technical education opportunities to all students within the Kalamazoo RESA area. They are funded with a combination of state, federal and local grants, and local district and KRESA funding. Both programs have advisory boards that include local district superintendents that complete annual reviews of the programs including program budgets. Local school districts contribute to the high school programs for both EFA and EFE, as well as support for administrative costs for EFA. The KRESA General Fund budget directly contributes $97,344 to the administration of the EFA program and $282,889 to the administration of the EFE program.

Youth Opportunities Unlimited (YOU): YOU operates programs that serve youth and adults in Kalamazoo, Calhoun, St. Joseph and Branch counties. YOU provides job training and education assistance and oversees operations of the Michigan Works! Service Centers in Kalamazoo, Three Rivers, Battle Creek and Coldwater. YOU is funded with a combination of federal and local grants, and this budget includes $3,354,294 in revenues and expenses to operate the program.

Regional Transportation Safety Institute (RTSI): RTSI provides training of transportation staff for a nine-county consortium. This includes required training for beginning school bus drivers, continuing education for all bus drivers, and training for transportation supervisor staff. RTSI is a provider for CDL/GDL and motorcycle testing for the State of Michigan, handles the mandatory drug testing program and runs the Eaton Proving Grounds program to teach defensive driving classes to school bus drivers. This program is funded through a fee for service model and Section 74 State Aid funding.
Head Start Grant: The budget includes $6,316,619 in grant revenues and expenses to operate KRESA’s Head Start program, which serves 596 three and four year olds within in the County with preschool, family and health support services.

Enhancement Millage: This budget includes $12,377,441 in revenue for the enhancement millage approved by voters in 2017, which is distributed back to the local districts to support their operations.

Attached to this budget narrative please find the Resolution for Local District Vote on ISD Budget and KRESA’s proposed 2019-2020 General Fund budget resolution. Local district Boards of Education are required to adopt a resolution expressing its support or disapproval of KRESA’s proposed budget and submit to KRESA’s Board of Education any specific objections and/or proposed changes prior to June 1, 2019.

Please contact me at 269.250.9363 for any questions related to KRESA’s 2019-2020 Original General Fund budget. Thank you.
RESOLUTION FOR LOCAL DISTRICT VOTE ON ISD BUDGET

Kalamazoo Regional Educational Service Agency
("ISD")
GENERAL EDUCATION FUND BUDGET
RESOLUTION

A _______ meeting of the Board of Education of the ________________ School District was held at the ______________ on __________________, 2019, at ____. 

Members present were: ____________________________________________

________________________________________________________________

The following preamble and resolution were offered by Member ______ and seconded by Member ____________.

WHEREAS:

This Board received the Kalamazoo Regional Educational Service Agency General Education Fund Budget on or before May 1, 2019; and

WHEREAS:

In accordance with Section 380.624 of the Revised School Code, this Board must now adopt a resolution expressing its support or disapproval of the proposed ISD budget, and must submit to the ISD Board any specific objections and/or proposed changes the Board may have to the budget prior to June 1, 2019.

THEREFORE, BE IT RESOLVED THAT:

The ISD General Education Fund Budget for the 2019-2020 school year be ("supported" or "disapproved for the reasons attached hereto"), and that the Secretary of the Board is hereby directed to submit a copy of this Resolution to the Secretary of the ISD Board of Education, along with any specific objections or proposed changes to the budget.

Ayes: Members ________________________________

Nays: Members ________________________________

Motion declared ___________.
The undersigned duly qualified and acting Secretary of the Board of Education of ___________________________, Michigan hereby certifies that the foregoing is a true and complete copy of a resolution adopted by the Board at a ____________________________ meeting held on ____________________________ 2019, the original of which resolution is a part of the Board’s minutes, and further certifies that notice of the meeting was given to the public under the Open Meetings Act, 1976 PA 267, as amended.

Signed:

________________________________________
Secretary, Board of Education
RESOLUTION FOR ADOPTION BY THE BOARD OF EDUCATION OF KALAMAZOO REGIONAL EDUCATIONAL SERVICE AGENCY 2019-2020 ORIGINAL GENERAL EDUCATION FUND BUDGET

RESOLVED, that this resolution shall be the appropriations of Kalamazoo Regional Educational Service Agency for the 2019-2020 fiscal year; a resolution to make appropriations; to provide for the expenditure of the appropriations; and to provide for the disposition of all revenues received by Kalamazoo Regional Educational Service Agency.

BE IT FURTHER RESOLVED, that the total revenues and unappropriated fund balance estimated to be available for appropriation in the GENERAL EDUCATION FUND of the Kalamazoo Regional Educational Service Agency for fiscal year 2019-2020 is as follows:

<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Local</td>
<td>15,923,746</td>
<td>16,627,018</td>
<td>16,891,256</td>
<td>17,371,601</td>
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<tr>
<td>State</td>
<td>13,643,000</td>
<td>15,109,241</td>
<td>15,181,311</td>
<td>15,186,639</td>
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<tr>
<td>Federal</td>
<td>9,679,311</td>
<td>8,698,784</td>
<td>9,139,573</td>
<td>9,315,196</td>
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<tr>
<td>Other Sources</td>
<td>5,023,302</td>
<td>6,619,274</td>
<td>5,971,456</td>
<td>7,130,349</td>
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<tr>
<td>Total Revenue</td>
<td>45,270,339</td>
<td>47,054,317</td>
<td>48,183,596</td>
<td>49,173,785</td>
</tr>
</tbody>
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BE IT FURTHER RESOLVED, that $49,370,337 of the total available to appropriate in the GENERAL EDUCATION FUND is hereby appropriated in the amounts and for the purpose set forth below:

**Instruction:**
- Basic Programs: 4,725,869
- Added Needs: 81,573

**Support Services:**
- Pupil: 1,326,091
- Instructional staff: 5,296,366
- General Administration: 521,548
- School Administration: 383,437
- Business: 909,382
- Operations and Maintenance: 1,178,288
- Transportation: 955,914
- Central: 7,448,721
- Community Services: 4,114,998
- Other Financing Uses: 18,097,262

**Total Expenditures**: 45,050,749

**Revenues over Expenses**: 219,590

**FUND BALANCE - July 1**: 6,657,216

**FUND BALANCE - JUNE 30**: 6,876,806

FURTHER RESOLVED, that no board of education member or employee of the school district shall expend any funds or obligate the expenditure of any funds, except pursuant to appropriations made by the board of education and in keeping with the budgetary policy statement hitherto adopted by the board. Changes in the amount appropriated by the board shall require approval by the board.

BE IT FURTHER RESOLVED, that the Superintendent is hereby charged with general supervision on the execution of the budgets adopted by the board and shall hold the department heads responsible for performance of their responsibilities within the amounts appropriated by the board of education and in keeping with the budgetary policy statement hitherto adopted by the board. (Resolution effective 6/13/2019)

Note: The General Education tax levy for 2019 is proposed to be 0.1444 mills and the Regional Enhancement tax levy for 2019 is proposed to be 1.5000 mills. These mills will be levied on all properties to be used for operating purposes as described above.
TO: Board of Trustees  
FROM: Michael F. Rice, Ph.D., Superintendent  
DATE: May 23, 2019  
SUBJECT: Administrative Appointment  

RECOMMENDATION: It is recommended that the Board appoint Mr. Matthew Murray to the position of Principal at Parkwood Upjohn Elementary School.

This recommendation completes a thorough process used to select a candidate for this position. The job was posted internally and externally, and all qualified candidates were considered.

Interviews were conducted by teams consisting of Assistant Superintendent of Human Resources Sheila Dorsey; Assistant Superintendent of Teaching and Learning Services Cindy Green; Director of Elementary Education Judith D’Arcangelis; Director of Student Services Nkenge Bergan; Director of Special Education Reuquiyah Saunders; Director of Curriculum and Instruction Dr. Terina Harvey; Coordinator of Bilingual, English as a Second Language and World Languages Ramona Fletcher; Director of School Improvement, Title I and Assessments Geoff Howe; King Westwood teacher Misty DeNoon; King Westwood parent Joanna Kaiser; Parkwood Upjohn teacher Brittany Parker; Parkwood Upjohn parent Emily DuGuay; and Arcadia parent Byron Smith.

Mr. Murray earned a Bachelor of Arts in secondary education from Western Michigan University. He earned a master's degree in educational leadership from Lamar University in Beaumont, Texas.

Mr. Murray is currently a sixth grade social studies teacher at The Milwood Magnet Middle School: A Center for Math, Science and Technology. In the three years prior to coming to KPS, he taught middle and high school social studies and led the elementary summer school sports and literacy program in Taiwan at the Kaohsiung American School. Mr. Murray spent the first nine years of his career in the Northside Independent School District in San Antonio, Texas, where he worked as a middle school history and social studies teacher, elementary summer school principal, and principal intern.

Mr. Murray is a student-centered educator who supports extra-curricular activities for students. This year, he organized the history fair.
competitions at Milwood Magnet Middle School and coached the finalists at the regional competition. In previous assignments, he has coached basketball, sponsored history clubs, and organized assemblies, a poetry slam, museum displays, and a student-created magazine.
KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees
FROM: Michael F. Rice, Ph.D., Superintendent
DATE: May 23, 2019
SUBJECT: Administrative Appointment

RECOMMENDATION: It is recommended that the Board appoint Ms. Meaghan Timmons to the position of Principal at Arcadia Elementary School.

This recommendation completes a thorough process used to select a candidate for this position. The job was posted internally and externally, and all qualified candidates were considered.

Interviews were conducted by teams consisting of Assistant Superintendent of Human Resources Sheila Dorsey; Assistant Superintendent of Teaching and Learning Services Cindy Green; Director of Elementary Education Judith D’Arcangelis; Director of Student Services Nkenge Bergan; Director of Special Education Reuquiyah Saunders; Director of Curriculum and Instruction Dr. Terina Harvey; Coordinator of Bilingual, English as a Second Language and World Languages Ramona Fletcher; Director of School Improvement, Title I and Assessments Geoff Howe; King Westwood teacher Misty DeNoon; King Westwood parent Joanna Kaiser; Parkwood Upjohn teacher Brittany Parker; Parkwood Upjohn parent Emily DuGuay; and Arcadia parent Byron Smith.

Ms. Timmons earned a Bachelor of Science in education from Wayne State University and a master’s degree in educational leadership from Grand Valley State University.

Ms. Timmons has worked in Kalamazoo Public Schools for 14 years. She is currently the district literacy interventionist/coach. Previously, she was a teacher at Edison Environmental Science Academy for 13 years, where she taught grades 3, 4 and 5.

Ms. Timmons has been active as a teacher leader at Edison. Some of her activities include being a mentor teacher to probationary teachers, serving as a High-Impact Leadership Project teacher leader, representing the Edison staff as a member of the superintendent’s Teacher Advisory Council, and working on the building instructional leadership team. Ms. Timmons has been active in the district by participating in the Aspiring Administrators’ Academy, serving on the curriculum development team, and representing the district on the Western Michigan University education literacy curriculum team.
In addition, Ms. Timmons has been trained in many KPS initiatives that include Capturing Kids’ Hearts, Sheltered Instruction Observation Protocol (SIOP), cognitive coaching, adaptive schools, culturally relevant education in which she also served as a facilitator, restorative justice, and New Teacher Center coaching.
RESOLUTION ON KPS RELATED FORUMS OR MEETINGS

A meeting of the Board of Education of the Kalamazoo Public Schools was held at 1220 Howard Street, Kalamazoo, Michigan on ______________________________, 2019.

The meeting was called to order by President Sholler-Barber.

Present:

Absent:

The following preamble and resolution were offered by Trustee ____________________ and supported by Trustee ____________________.

WHEREAS, the Kalamazoo Public Schools (KPS) Board of Education recognizes the value of interaction with and input from community members at a range of district-sponsored and community events, including athletic, academic, social, and other functions;

WHEREAS, KPS board members currently interact with and receive input from community members in a variety of settings; and

WHEREAS, KPS board members wish to hold effective meetings with the school community;

NOW, THEREFORE BE IT RESOLVED that future KPS-related forums or meetings will be hosted by the board in different schools, at times convenient for parents and others.

BE IT FURTHER RESOLVED that, consistent with past and best practice, KPS administrators will participate in these meetings to ensure that parents are able to receive answers to questions that they may have about their children’s education.

AYES: __________

NAYS: __________

Date: _____________________________  
Jennie Hill, Secretary, Board of Education

The undersigned, duly qualified and acting, Secretary of the Board of Education of the Kalamazoo Public Schools, Michigan, hereby certifies that the foregoing constitutes a true and complete copy of a resolution adopted by said Board of Education at a regular meeting held on April 25, 2019, the original of which is part of the board’s minutes.

The undersigned further certifies that notice of the meeting was given to the public pursuant to the provisions of the “Open Meetings Act” (Act 267, PA 1976, as amended).

Date: ______________  
Jennie Hill, secretary, Board of Education
June 4, 2019

MEETING ANNOUNCEMENT FOR THE KALAMAZOO PUBLIC SCHOOLS BOARD OF EDUCATION

A special meeting of the Board of Education of the Kalamazoo Public Schools will be held on Thursday, June 13, 2019 at 6:45 p.m. in the Board Room of the Administration Building, 1220 Howard Street, Kalamazoo, MI 49008.

The purpose of the meeting is to hold a 2019-2020 preliminary budget hearing, as well as to discuss any other matters that may come before the Board.

# # #

A regular meeting of the Board of Education of the Kalamazoo Public Schools will be held on Thursday, June 13, 2019 at 7:00 p.m. in the Board Room of the Administration Building, 1220 Howard Street, Kalamazoo, MI 49008.

KALAMAZOO PUBLIC SCHOOLS

Jennie Hill, Secretary
Board of Education

❖ Please contact the Superintendent’s Office in advance of the meeting if auxiliary aids or services for individuals with disabilities are needed.

❖ Official minutes of Kalamazoo Public Schools Board of Education open meetings are available for inspection within eight working days of the meeting at the Superintendent’s Office, 1220 Howard Street, Kalamazoo, MI 49008.
I. Call to Order

II. Pledge of Allegiance

III. Attendance

IV. Announcements and Recognitions

V. Committee Reports/School Reports

VI. Correspondence

VII. Consent Calendar Items
   A. Minutes
      May 14, 2019 Evaluation Committee Meeting Minutes
      May 23, 2019 Regular Meeting Minutes
      May 24, 2019 Advance Meeting Minutes
   
   B. Business and Financial Reports
      Purchase requests 2019-29, 2019-30, and 2019-31
   
   C. Personnel Items
      Personnel Changes
   
   D. Other
      2019-2020 Board Meetings Schedule

VIII. Persons Requesting to Address the Board (3 minutes individual limit)

IX. Reports and Recommendations
   A. Resolution for Issuance of Notes
   B. Millage Resolution
   C. Adoption of the 2019-20 Preliminary Budget and 2018-19 Close Estimate Budget
   D. Request for Proposals for Superintendent Search Consultant

X. Other Business

XI. Comments by Trustees/Superintendent

XII. Closed Session (if needed)

XIII. Next Regular Board of Education Meeting: Thursday, June 27, 2019
Trustee Hill called the meeting to order at 5:00. Members in attendance were Tianna Harrison, Patti Sholler-Barber and Ken Greschak. Dr. Rice was also present. There also was one community member present.

After the community member was given an opportunity to speak, discussion was held on how to handle subsequent forums and school meetings.

The committee decided that committee members would create a resolution stating that all forums and school meetings shall take place at KPS buildings for consideration by the full board.

The committee meeting ended at 6:35 p.m.
I. Call to Order
President Patti Sholler-Barber called the May 23, 2019 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, Jermaine Jackson, Tandy
Moore, Jason Morris, and Patti Sholler-Barber. Superintendent Dr. Michael Rice was also present.

IV. Announcements and Recognitions
- Executive Director of Communications Alex Lee presented the Kalamazoo Central Mock
  Trial Team: Justine Barnard, ninth grade; Lanysia Gilleylen, Felix Owina, Elaine
  Pollard (unable to attend), Jairahel Price, and Harsimran Sohi, tenth grade; and Andrew
  Cichy and Zachary Cook, twelfth grade.
- Director of Special Education Rikki Saunders introduced and congratulated the following
  KPS staff members for receiving a 2019 Excellence in Special Education Award: Ms.
  Sandra Delorey, special education teacher at King-Westwood; Ms. Kira Griggs, speech
  therapist at El Sol Elementary; Ms. April Guevara, special education teacher at El Sol
  Elementary; and Mr. Ed Gross, 504 Coordinator at Loy Norrix High School.

Also in attendance and introduced by Mr. Lee were Kalamazoo Central High School Principal
Valerie Boggan and Mock Trial Coach Francis Bilincio.

Mr. Bilincio thanked the board, Dr. Rice, and Valerie Boggan for their continued belief in the
value of the mock trial program. He also thanked the attorney coaches who had given hundreds of
hours to our students: Ray Starks, Starks Law, PLC; Cody Crane, Tibble Law Office, P.C.; Nick
Spigiel, Kreis Enderle Hudgins & Borsos, P.C.; and especially to Andrea Hopkins and Michael
Williams and their offices of Bush Seyferth & Paige PLLC, who had generously allowed the team
to practice in their new offices in downtown Kalamazoo on evenings and weekends. Mr. Bilincio
also thanked the Kalamazoo County Bar Association, the Kalamazoo County Trial Lawyers
Association, and the Kalamazoo Lawyers Alliance.

The students’ parents and family members in the audience were also recognized.

V. Committee Reports
Operations Committee – Trustee Greschak, chair, stated that the committee had met on May 21
and had discussed the state budget. He noted that there was a proposed budget from the governor
and that KPS was preparing its budget without all the complete information; however, KPS
anticipates some increase in 2019-20., though the extent of the increase may not be known for a
few months, given protected state budget discussions. Trustee Greschak stated that the board
would be meeting in small groups over the next few weeks to discuss priorities for this budget. He
shared that the committee had also discussed some personnel recommendations that would be
presented later in tonight’s meeting.
Policy Committee – Trustee Harrison, chair, stated that the committee had met on May 21 and had reviewed Policy 5.7 Suspension, Exclusion, Expulsion, and Permanent Expulsion. She noted that the committee had also discussed NARCAN (emergency treatment for a known or suspected opioid overdose) in schools. Trustee Harrison noted that Director of Student Services Nkenge Bergan would get back to the committee with more information on the costs and training associated with NARCAN when available.

Community in Schools Committee – President Sholler-Barber, representative, stated that the committee had met on May 17 and had focused on congratulating and welcoming new Executive Director of Community in Schools James Devers.

Evaluation Committee – Trustee Hill, chair, stated that the committee had met on May 14 and that it had been an open meeting for the board and the public to discuss a proposed resolution that would be discussed at tonight’s meeting. She noted that Trustee Greschak and one community member had joined committee members President Sholler-Barber, Trustee Harrison, and her. Trustee Hill stated that no votes had been taken.

Teaching and Learning Council – President Sholler-Barber, representative, stated that the committee had met on May 16 and had had a presentation on the Innovative Teaching Grants awarded to teachers this past fall. She explained that this year, teachers set up displays of their projects to allow individuals to interact personally with each presenter. President Sholler-Barber noted that the grants ranged from $500 to $5,000.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of May 10 through May 23, 2019. (File #21.)

VII. Consent Calendar

The purchase recommendations were as follows:
- 2019-26 in the amount of $49,868.00 from the 2018 bond for the replacement of rubberized surfacing on the playground at the childcare center at Loy Norrix High School;
- 2019-27 in the amount of $213,023.67 from Title I funds and the 2018 bond for the purchase of diverse classroom library sets; and
- 2019-28 from the Teaching and Learning Services budget for the purchase of science curriculum materials, including textbooks, teacher editions, student journals, online resources, and laboratory supplies for kindergarten through fifth grade.

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.

Charonda Westley, 4537 Wimbleton Way, Kalamazoo, introduced herself as the mother of three daughters who attend Kalamazoo Central High School and King-Westwood Elementary School. She noted that her family was a part of the Kalamazoo United Swim Program and that her children had benefited from the coaching of Paul Mahar and his staff. She thanked the board for including the Kalamazoo United Swim in the KPS community education program.

Sharyl Weber, 6421 Trundel Lane, Kalamazoo, introduced herself as the mother of two daughters who attend Linden Grove Middle School. She stated that her sixth grade daughter had expressed that there were students crying in school today because of the immense pressure kids were facing as a result of NWEA tests. Ms. Weber asked that KPS work with teachers on how they communicate with students to lessen this pressure.

Dawn Wright, 1905 Skyler Drive, Kalamazoo, introduced herself as a parent of two sons at Parkwood Upjohn Elementary. She thanked the board for its support of the Kalamazoo United Swim Program. She stated that her son had spina bifida and that there were very few athletic opportunities for kids like hers. Ms. Wright shared that Coach Mahar had encouraged her son to join the team and that her son was swimming within four months. She explained that the Kalamazoo United Swim family supported and honored all kids that are a member of the team and that she was honored to represent them tonight.

Grace Dinda, 3511 Lincolnshire Boulevard, Kalamazoo, introduced herself as a Kalamazoo Central High School junior. She stated that because of reduced student numbers in Advanced Placement (AP), some AP classes were being reduced. Ms. Dinda noted that offering one section allowed only 35 students to take the class and made it much harder for students to fit the class into their schedule. She stated that she did not think that the board would support this decision to reduce AP classes.

Meg Blinkiewicz, 2258 South 4th Street, Kalamazoo, introduced herself as a parent of four 2015 Loy Norrix graduates and as a representative of Kalamazoo Youth Development Network (KYD Network) and its 55 youth-serving organizations that have been busy designing and implementing a high quality summer learning initiative for our youth, Stepping Forward into Summer. She thanked Assistant Superintendent of Teaching and Learning Services Cindy Green and Coordinator of English Language Arts, Social Studies, and Library Services Angela Justice for the partnership and support that they had provided. Dr. Blinkiewicz noted that Ms. Justice had trained over 50 youth development professionals in effective literacy strategies that they will implement this summer. She explained that both KYD Network and the Kalamazoo Public Library (KPL) had purchased the required reading books for rising third through sixth grade
students. Dr. Blinkiewicz stated that KPL librarians would be available all summer to coach them and that their social emotional learning coach and their family engagement coach had read all of the books and were ready to engage with families and to help coach their organization about how to have conversations around literacy.

Angela Ray, 3251 Quarry Ridge Court, Kalamazoo, introduced herself as a parent of a Loy Norrix ninth grade student and a kindergarten student at El Sol Elementary. She also thanked the board for the Kalamazoo United Swim Program. Ms. Ray shared that this was not just a program but that it was a family. She noted that this program/family had provided comfort during a stressful time which had helped her daughter move through a difficult loss. Ms. Ray stated that she was extremely grateful for this program and that it made children feel like they are a part of something at a very young age.

Dexter Mitchell, 6310 Rose Arbour Avenue, Kalamazoo, stated that he was there to support the Kalamazoo United swim program and to thank the board for its support of this program. He noted that he was new to the area and that this swim team was a great family environment and had provided an opportunity for his son to socialize and meet new friends. Mr. Mitchell thanked KPS for doing a wonderful job and noted that he would miss Dr. Rice.

Elisheva Johnson, Kalamazoo, introduced herself as a parent of two children that had spent time in KPS. She explained that her son had been bullied and treated poorly in KPS. Ms. Johnson stated that she wanted to find new ways to work together as a district with children, families, and teachers.

Diadrian Washington, Kalamazoo, introduced herself as a parent in KPS. She thanked President Sholler-Barber, Trustee Greschak, Trustee Moore, KPS administration, and KPS security for attending the community forum on April 29. She stated that on May 14, she had attended a board Evaluation Committee meeting where community meetings were discussed. Ms. Washington shared that the board meetings were unfriendly and that community members felt dismissed. She appreciated the board taking into consideration the communicative styles and needs as a community. Ms. Washington looked forward to hearing the resolution on community forums at tonight’s meeting.

Michelle Mahar, 2928 Valley Glenn Circle, Kalamazoo, introduced herself as a parent of a daughter at Maple Street Magnet School for the Arts and a daughter at Winchell Elementary. She noted that, as a teacher herself, she was concerned with the pressure of testing on students. Ms. Mahar shared a letter that was sent home to her middle school daughter that reinforced how important tests were and that the test results did not define them.

IX. Reports and Recommendations
   A. Michigan High School Athletic Association Membership Resolution

   MOTION: Moved by Trustee Hill, supported by Trustee Morris, to approve the MHSAA Membership Resolution.

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

   B. Kalamazoo Regional Educational Service Agency (KRESA) Budget Resolution
   Deputy Superintendent for Business, Communications and Operations Gary Start read the resolution.
MOTION: Moved by Trustee Greschak, supported by Trustee Harrison, to approve the KRESA Budget Resolution.

Board discussion:
Trustee Greschak stated that Friendship Village had hosted the PEEP and Head Start programs for an emergency evacuation drill today. He shared that the children were all very well behaved and that the staff at KRESA were very caring and committed to their young children.

President Sholler-Barber stated that KRESA provided a variety of programs to children: pre-school, K-12 special education, and Education for Employment (EFE) and Education for the Arts (EFA). She thanked KRESA for the wonderful work that they do with children.

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

C. Administrative Recommendation – Principal of Parkwood Upjohn Elementary School
Director of Human Resources Sheila Dorsey-Smith read the recommendation of Mr. Matthew Murray.

MOTION: Moved by Trustee Morris, supported by Trustee Hill, to approve Mr. Matthew Murray as the Principal of Parkwood Upjohn.

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

D. Administrative Recommendation – Principal of Arcadia Elementary School
Ms. Dorsey-Smith read the recommendation of Ms. Meaghan Timmons.

MOTION: Moved by Trustee Greschak, supported by Trustee Moore, to approve Ms. Meaghan Timmons as the Principal of Arcadia Elementary.

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

E. KRESA Career and Technical Education Presentation
KRESA Superintendent Dave Campbell presented the following report on Career and Technical Education:

Designing a World-Class Career and Technical Education System
Mr. Campbell stated that together we have an opportunity to improve substantially career and technical education and employment in Kalamazoo County.
• For students, families, employers, and the community:
  • Unmet needs exist;
  • Kids differ;
  • Jobs differ; and
  • We have a changing culture.
• We have a rapidly changing economy and challenges that we are facing:
  • Automation;
  • Outsourcing;
  • Technology;
  • Demographic shifts;
  • Boomers retiring;
  • Michigan’s Great Recession (in the middle of the last decade);
• 21st century skills, collaboration, communication;
• The skills gap (skills don’t match available jobs);
• Importance of post-secondary education; and
• The high cost of post-secondary education

• Out of 2,500 students, the true ratio of all jobs in our economy:
  • 1,750 should be getting a certificate or an associate’s degree;
  • 500 should be getting a bachelor’s degree; and
  • 250 will need a master’s degree or more.

• The labor market job demand in 1960:
  • Four-year degree – 20%;
  • Skilled training – 20%; and
  • Unskilled training – 60%.

• The labor market demand in 2018:
  • Four-year degree – 33%;
  • Skilled training – 57%; and
  • Unskilled training – 10%.

• MITALENT.ORG reports that in the state of Michigan there will be:
  • 811,000 high-wage, high-demand career openings through 2024;
  • 545,000 skilled trades jobs created through 2026 in construction, manufacturing,
    healthcare, automotive, and information technology;
  • $49 billion in lost wages by 2024; and
  • 149,000 current openings.

Statewide Career and Technical Education Enrollment Trend

Recent State-Led Initiatives to Increase Career and Technical Education:
• Going PRO Campaign
  • Mike Rowe’s Dirty Jobs; and
  • Additional $3 million for marketing announced on May 20, 2019.
- Marshall Plan
  - Seven-county regional consortium;
  - KRESA has moved to the second stage of the grant process;
  - Potential for $500,000 over three years spread amongst nine school districts; and
  - Helpful, but not a substitute for our countywide CTE system redesign.

### County Career and Technical Education Enrollment Trend of Comparable Programs

#### 2014-2015 through 2017-2018

- **2017-18 countywide 10th – 12th Grade Enrollment:**
  - Kalamazoo - 7,832;
  - Berrien - 7,048;
  - Calhoun/Barry - 5,585;
  - Van Buren - 3,801;
  - Allegan - 3,493;
  - St. Joseph - 2,342;
  - Cass - 1,554; and
  - Branch - 1,335.

- **Regional career and technical education enrollment as a percentage of the total 10th – 12th enrollment:**
  - Branch - 35.9 percent;
  - Berrien - 26.5 percent;
  - Allegan - 26.1 percent;
  - Van Buren - 25.3 percent;
  - St. Joseph - 18.3 percent;
  - Calhoun/Barry - 17.6 percent;
  - Kalamazoo - 14 percent; and
  - Cass - 12.1 percent.

### Phase One: Strategic Visioning January – June 2018

- Convened educational leaders;
- Examined the data;
• Analyzed our own system;
• Learned about the impact of the global economy;
• Met with business and community leaders;
• Looked at best practices;
• Hosted focus groups at community forum; and
• Developed recommendations

Phase One: Recommendations -- New Design Needed
• Address the needs of ALL students;
• Create systems to reach kids early;
• Be comprehensive (K-12, scaled);
• Coordinate services;
• Centralize for efficiencies;
• Consider career tech center with satellite; hubs, or an embedded partnership with KVCC; and
• Expand work-based learning.

Phase Two: System Design January – March 2019
• Mr. Campbell noted the following career readiness and exploration key findings:
  • 28% of Kalamazoo County eighth graders select “professional athlete, artist or animator” as their top career choice;
  • 63% of Kalamazoo County high school graduates have not earned a post-secondary credential in six years; and
  • 70% of American employees are disengaged at work.

Mr. Campbell stated that programs would be increased for all students with job shadows, field trips/talent tours, soft skills (social/emotional learning work), summer camps, career fairs, and guest speakers in schools. He explained that studies show that when programs are located in neutral sites, you get a nice spread of kids from many different high schools. Mr. Campbell noted that if the program is located in a high school, you don’t get that spread.

• High School Program Design:
  • Creation of a sense of belonging;
  • Welcoming, safe, inclusive culture;
  • Increased quantity and diversity of students, including traditionally underrepresented populations, to break cycles of generational poverty;
  • Diverse employer advisory boards;
  • Reduced stigma;
  • Enrollment of the family to encourage the child and see the value of the program;
  • Recruitment/retention of outstanding educators;
  • Appropriate levels of counseling and support;
  • Expanded and coordinated engagement of community and business partners;
  • Adequate funding to sustain excellence;
  • Safe and efficient transportation to increase access and remove barriers;
  • Flexible design of facilities;
  • Development of student employability skills;
  • Levelled credentials and certificates for all students;
  • Levelled curriculum based on employer needs and state funding priorities; and
  • Arts & communication to build 21st century skills.
• **High School Program Design Program Recommendation**
  - Develop a career center with satellites in logical locations such as:
    - The Air Zoo;
    - Kalamazoo Valley Community College; and
    - The Kalamazoo Nature Center.

Mr. Campbell stated that of Michigan’s economically similar labor markets, Kalamazoo County is the only one that does not have a career center for high school students.

• **Community Collaboration – Key Findings**
  - 11% of business leaders strongly agree that graduating students have the skills and competencies that their business needs.
  - 80% of high school dropouts say that there should be more real-world learning opportunities.
  - 35% of Michigan teens (ages 16-19) are employed.
  - According to researcher Nancy Hoffman at Jobs for the Future, for urban, low-income teens of color (ages 16-19), the odds of having a job, any job at all, now stand at roughly 10%. The rates are lowest among teens with family incomes below $40,000, the young people most in need of earning power. They lack the “loose networks” that their more affluent peers use to explore and secure employment.
  - Scaled up for all students with work-based projects, business/industry speakers, career fairs, job shadows, co-ops, pre-apprenticeships, internships, and degrees/certificates through Early/Middle College.

• **What would change**
  - **Current**: Various career readiness plans. **Proposed**: Coordinated curricula taken to scale.
  - **Current**: Decentralized consortium model. **Proposed**: Career Center with satellites.
  - **Current**: Complicated supervisory structures. **Proposed**: Effective leadership and oversight.
  - **Current**: Limited facilities and equipment. **Proposed**: Intentional investment in updated facilities and equipment.
  - **Current**: Inefficient, inequitable, inadequate transportation. **Proposed**: Coordinated transportation system.
  - **Current**: Ad hoc business/community involvement. **Proposed**: Coordinated business/community involvement.
  - **Current**: Pockets of work-based learning activities. **Proposed**: Coordinated systematic approach to work-based learning and connecting with the Early/Middle College.

• **Accountability Measures**
  - Increase student exposure to the world of work;
  - Increase number of students earning credentials/certificates;
  - Increase graduation rates/decrease dropout rates;
  - Increase enrollment in career and technical education delineated by underserved populations;
  - Recruitment and retention of outstanding teachers;
  - Increase intern/externships and work-based learning;
• Increase participation in Early Middle College; and
• Deliver good stewardship and efficiencies.

• What’s in it for students and families
  • Employability skills;
  • Less college debt;
  • More support for career development;
  • More engaged students; and
  • Increased opportunities.

• What’s in it for business and community
  • Skilled, certified, trained, pools of talent;
  • Employees with real-world/applied learning;
  • Greater coordination of work-based learning;
  • Increased involvement through advisory boards;
  • Economic development/business attraction; and
  • Community branding.

• What will it take
  • Coordinated effort of local districts;
  • Business and community involvement;
  • Student/families embrace the new career and technical education system;
  • Accountability; and
  • Adequate funding to sustain excellence.

Board discussion:
Trustee Moore asked what the coordinated business and community involvement would look like.

Mr. Campbell stated that a person or two would be responsible for nurturing and developing those business relationships. He noted that you wanted kids to get out into businesses and for businesses to come into the school, which would require a coordinator.

Trustee Morris thanked Mr. Campbell for his presentation. He noted the transportation issues for many of our students and asked if the satellites would be placed in centralized locations.

Mr. Campbell shared that there are currently some very successful locations such as the Air Zoo, which houses the aviation program, and Kalamazoo Valley Community College, which houses the law enforcement program. He noted that both of those sites were working very well. Mr. Campbell shared that he would like to see the health occupations program be located near or in a hospital. He explained that if a new site was to be constructed, we would be looking at centrally located properties to which all districts would have easy access.

Trustee Greschak stated that 14% of KPS students were participating in career and technical education programs. He asked Mr. Campbell what sort of increase he would expect to see for KPS.

Dave Campbell stated that he felt KPS participation in the Education For Employment program was solid. He noted that our staff promotes EFE and believed that KPS could double the 14% rate of students attending a career and technical education program.
Trustee Harrison stated that it was difficult to break the cycle of a non-college-going mentality. She also noted the correlation of education and income. She asked Mr. Campbell to explain the concept of enrolling a family.

Mr. Campbell stated that staff would meet with families and help them understand the child’s interests. He noted that staff could help the family see the different types of jobs for which these programs would prepare their children.

Trustee Hill stated that starting career presentations with younger students was very important in the early grades. She thanked everyone who was working on these business partnerships.

President Sholler-Barber asked Mr. Campbell if students around the county had been included in surveys to help identify their needs. She also asked if students would be included in the design and curriculum of these programs.

Mr. Campbell stated that they did do focus groups in every high school in the county. He noted that students and employers would be involved in the planning.

Dr. Rice thanked Mr. Campbell for his presentation.

F. Resolution on KPS-related forums or meetings

The Resolution on KPS-Related Forums or Meetings was read by Trustee Hill:

RESOLUTION ON KPS RELATED FORUMS OR MEETINGS

WHEREAS, the Kalamazoo Public Schools (KPS) Board of Education recognizes the value of interaction with and input from community members at a range of district-sponsored and community events, including athletic, academic, social, and other functions;

WHEREAS, KPS board members currently interact with and receive input from community members in a variety of settings; and

WHEREAS, KPS board members wish to hold effective meetings with the school community;

NOW, THEREFORE BE IT RESOLVED that future KPS-related forums or meetings will be hosted by the board in different schools, at times convenient for parents and others.

BE IT FURTHER RESOLVED that, consistent with past and best practice, KPS administrators will participate in these meetings to ensure that parents are able to receive answers to questions that they may have about their children’s education.

MOTION: Moved by Trustee Harrison, supported by Trustee Hill, to approve the Resolution on KPS Related Forums or Meetings.

Board Discussion:
Trustee Moore stated that as written, this resolution would preclude the board from participating in meetings or forums that were not organized by the district.
Trustee Hill stated that the board should send this resolution back to the evaluation committee for further clarification.

Trustee Greschak stated that the resolution could be read to imply that board meetings would be held in schools. He noted his concern about some of the language in this document.

**MOTION:** Moved by Trustee Greschak, supported by Trustee Harrison, to withdraw the Resolution on KPS-Related Forums or Meetings for further clarification in committee.

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

**X. Other Business**

None.

**XI. Comments by Trustees**

Trustee Greschak noted that in the consent agenda, where the board approved the purchase of diverse classroom library sets, he was pleased to see that a local business had received some of the order. He thanked the parent who had come to the podium and had read a letter regarding the upcoming NWEA tests. Trustee Greschak stated that the tests are not the definition of our students.

Trustee Greschak asked the curriculum committee what else KPS could do to support students interested in career and technical education programs. He suggested that KPS create a class or curriculum specifically designed to encourage students to participate in them.

Trustee Moore thanked everyone who came to tonight’s meeting to speak and those who came to listen. She noted that teachers and administrators are under a lot of pressure in regards to testing. Trustee Moore stated that we can bear that and our kids should not.

Trustee Moore stated that institutional racism was everywhere. She noted that she felt it was important for the board to acknowledge that in public. Trustee Moore asked the Evaluation Committee to discuss the possibility of the board taking an anti-bias training course.

Trustee Hill stated that she had registered voters today at Phoenix High School. She noted that many students had already registered to vote and were aware of the dynamics of how and why to vote. Trustee Hill reminded us to pay attention to whom we are voting for.

Trustee Harrison stated that she felt that poverty had a greater adverse impact on academic achievement than racism. She asked the Evaluation Committee to find ways to be sure that KPS parents were aware of the Third Grade Reading Law and how retentions would affect students.

President Sholler-Barber stated that it was difficult to hear about children who were in tears because of the standardized testing. She asked Dr. Rice what the correlation was between the test results and teacher evaluations.

Dr. Rice stated that a number of years ago, the state legislature had passed a teacher evaluation law and an administrator evaluation law. He noted that each law required that 25% of evaluations be associated with student achievement. Dr. Rice explained that the 25% had moved to 40% this year based on the original passage of the law and had been rolled back late in the spring from the 40%
back to the 25%. He stated that the portion of the evaluation associated with state assessments created a measure of anxiety for both students and staff.

President Sholler-Barber stated that Kalamazoo Central has its Senior Awards on May 24 at 8:30 a.m. She noted that the Loy Norrix Candlelight Ceremony would be on May 31 at 9:00 a.m. President Sholler-Barber congratulated the new CIS Executive Director James Devers. She stated that CIS was an important partner with KPS. She noted that First Day Shoe Fund had had a successful fund raising event and that the amount of money raised would purchase many pairs of shoes for our students. President Sholler-Barber thanked Dr. Meg Blinkiewicz for coming tonight and sharing KYDNet’s incredible effort to support literacy in our community.

**Comments by the Superintendent**

Dr. Rice stated that Trustee Jackson had had to leave tonight’s meeting due to an emergency. He shared that tonight’s purchase request completed the K-5 diverse classroom libraries in KPS. Dr. Rice 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, Library Services Angela Justice for the work on the libraries. He noted that the board had also approved new K-5 science materials this evening. Dr. Rice stated that in the last two years, the board had approved a new K-5 writing series, a new K-5 math series, and tonight, new K-5 science materials.

Dr. Rice stated that graduations and moving-up ceremonies begin with KILP on May 29, continue through Edison Environmental Science Academy on June 13, and end with the Adult Education graduation on June 17. He noted that the Third Grade Reading Law was not responsible for high stakes tests. Dr. Rice explained that high stakes tests dated back to 2002 with No Child Left Behind. He shared that he would like to see a stronger state test that better measures where our children are with less stress.

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

President Sholler-Barber did not call for a closed session and adjourned the meeting at 9:09 p.m.

**XIII.** President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, June 13, 2019.

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 6:30 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 process of selecting a superintendent search consultant.

Board members present: Ken Greschak, TiAnna Harrison, Jennie Hill, Tandy Moore, Jason Morris, and Patti Sholler-Barber. Absent: Jermaine Jackson. Superintendent Dr. Michael Rice was also present.

Meeting agenda items discussed:
- Requirements/Expectations of the search firm;
- Description of the Request for Proposals (RFP) to search firms;
- Establishment of RFP;
- Establishment of search timeline;
- Further charges to search committee; and
- Next steps in selection of an interim superintendent.

President Patti Sholler-Barber adjourned the meeting at 8:00 p.m.

Respectfully submitted by,

Jennie Hill, Secretary
Board of Education
TO:        Board of Trustees                
FROM:     Michael F. Rice, Ph.D., Superintendent 
DATE:    June 13, 2019                       
SUBJECT: Approval of the Attached Purchase Recommendations

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

RATIONALE:  In general, purchases greater than $24,459 for materials, supplies, equipment, building construction, renovation, or repair are brought before the board for approval.  

The attached purchase recommendation data sheets include all purchases that require approval at this time. Aspects of the purchases that are considered significant to the decision-making process are outlined on the data sheets.
KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: June 13, 2019
Request Number: 2018-29
Amount: $234,405.61

Item: Food Service Management Services

Cost Center: Food Service Fund

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

Description of Need:
During the 2014-15 school year, we re-bid our food service management contract as required by the State Department of Education. Compass Group/Chartwells was awarded a five-year contract, effective July 1, 2015. Each year of the five-year contract, the State Department of Education and the Board of Education must approve the renewal for the next school year. The State Department of Education has approved the renewal submitted by Compass Group/Chartwells.

Vendor: Compass Group USA, Inc.
Chartwells Division
Rye Brook, NY 10573

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

Low Bid Accepted? N/A
KALAMAZOO PUBLIC SCHOOLS

PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date:       June 13, 2019
Request Number:           2019-30
Amount:                   $26,885.00

Item:  Corridor Flooring at the Alternative Learning Program

Cost Center:  2018 Bond

Cost Center Representative(s) Attending Board Meeting:  Karen Jackson

Description of Need:
The existing vinyl flooring in the corridors at the Alternative Learning Program has become loose and needs to be replaced. This purchase recommendation is for new walk-off mats at four entrances, porcelain tile at the main entry, and carpet throughout the remainder of the corridors.

Vendor:  Central Tile & Terrazzo
         Kalamazoo, MI

Number of Proposals Requested:  3   Received:  2

Low Bid Accepted: Yes
KALAMAZOO PUBLIC SCHOOLS

PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: June 13, 2019
Request Number: 2019-31
Amount: $548,617.00

Item: Districtwide Digital Radio System

Cost Center: Michigan State Police Competitive School Safety Program - $309,133.00
2018 Bond - $239,484.00

Cost Center Representatives Attending Board Meeting: Nkenge Bergan, Don Webster and Karen Jackson

Description of Need:
A new districtwide digital radio system will replace the existing analog low-tier conventional two-way radios. This new system will use the Michigan Public Safety Communications System with the development of a three-site private network. This will allow area-wide coverage to all 26 schools, school buses, and multiple talk groups with privacy. This purchase includes portable radios, bus radios, and base stations as well as infrastructure upgrades.

Vendor: Esper Electric Ltd. - $15,360.00
Kalamazoo, MI

Roe-Comm, Inc. - $533,257.00
Portage, MI

Number of Proposals Requested: 10    Received 3

Low Bid Accepted: Yes
TO: Board of Trustees
FROM: Michael F. Rice, Ph.D., Superintendent
DATE: June 13, 2019
SUBJECT: Personnel Changes

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

I. Employment
   A. Professional/Management
      Allison M. Duiser, Speech & Language Pathologist, Student Services, August 2019
      Francis Loncharte, English Language Arts Teacher, Linden Grove Middle School, August 2019
      Melissa D. Schrader, Early Childhood Special Education Teacher (ECSE), Special Education, August 2019
      Victoria A. Smith-Piper, 1st Grade Teacher, Prairie Ridge Elementary School, August 2019
      Lisa A. Thomas, 5th Grade Teacher, Spring Valley Center for Exploration, August 2019
   
       B. Classified
           Bright O. Egwim, Bilingual Paraprofessional, Itinerant, Teaching and Learning Services, 5/14/2019

II. Promotions/Key Transfers
    A. Professional/Management
       Yvonne M. McAlister, from School Secretary, Indian Prairie Elementary School, to Instructional Secretary, Teaching & Learning Services, 6/24/2019

    B. Classified

III. Leaves of Absence
    A. Professional/Management

IV. Terminations
    A. Professional/Management
       Jennifer R. Berryman, Social Studies Teacher, Linden Grove Middle School, 6/14/2019, Resigned
       Lindsey M. Borsvold, Art Teacher, Linden Grove Middle School, 6/14/2019, Resigned
       Elaine R. Brown, Spanish Teacher, Kalamazoo Central High School, 6/14/2019, Resigned
       Leah R. Demske, Resource Room Teacher, Spring Valley Center for Exploration, 6/14/2019, Resigned
       Jessica L. Riekena, 2nd Grade Teacher, Parkwood Upjohn Elementary School,
6/14/2019, Resigned
Robert T. Tillman, 5th Grade Teacher, The Woodward School for Technology and Research, 6/14/2019, Resigned

B. Classified
Mary E. Belliotti, School Secretary, Maple Street Magnet School for the Arts, 6/20/2019, Retiring
Cathy J. Kiewiet, Food Service Manager, Business Office, Revised date of 5/31/2019, Retiring

V. Termination from Leave of Absence
A. Professional/Management
B. Classified

VI. Return from Leave of Absence
A. Professional/Management
B. Classified
KALAMAZOO PUBLIC SCHOOLS  
1220 Howard Street

BOARD OF TRUSTEES MEETINGS  
2019 – 2020

Article 6, Section 6.6 of the bylaws of the Board of Trustees of the Kalamazoo Public Schools reads as follows:

“Regular meetings of the Board will be held at 7:00 p.m. at the school administration building, or at such other time or place as designated by the Board.”

The regular meetings of the Board of Trustees will be held on the following dates:

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<thead>
<tr>
<th>Date</th>
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<tbody>
<tr>
<td>July 11, 2019</td>
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<td>December 19, 2019</td>
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Board-Superintendent Advances will be held on the following dates at 6:15 p.m. in the Media Center of the West Main School Professional Development Center, or at such other time or place as designated by the Board.*

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*Subject to change or cancellation as needed.
TO: Board of Trustees
FROM: Michael F. Rice, Ph.D., Superintendent
DATE: June 13, 2019
SUBJECT: Adoption of the 2019-2020 Preliminary Budget and 2018-2019 Close Estimate Budget

RECOMMENDATION: It is recommended that the board adopt the 2019-2020 preliminary budget and the 2018-2019 close estimate budget, as presented in this report. Specifically, it is recommended that the Board approve:
   1) The revenue and beginning balance budget (exhibit II-A);
   2) The expenditures and reserves budget (exhibit II-B);
   3) The consolidated budget for state reporting purposes, including the 2019-2020 appropriations resolution (exhibit IV); and

RATIONALE: The plan included in the PowerPoint presentation has been incorporated into formal budget materials. This is a balanced budget, with projected revenues slightly exceeding projected expenditures.
TO: Board of Trustees
FROM: Michael F. Rice, Ph.D.
Superintendent
DATE: June 13, 2019
SUBJECT: Millage Resolution

RECOMMENDATION: It is recommended that the Board approve the attached resolution authorizing collection of 17.8489 non-homestead mills and 8.20 debt retirement mills in the winter levy.

RATIONALE: Non-homestead operating millage of 18 mills was approved through voter referendum in May, 2012; however, this rate is reduced to 17.8489 for 2019-20 as a result of a Headlee millage rollback of .1511 mills. The 2019-20 recommended rate is .0215 mills lower than the 2018-19 rate.

The debt retirement millage rate of 8.20 is consistent with the rate levied in 2018-19.
BE IT HEREBY RESOLVED that millage rates for the Kalamazoo Public Schools, County of Kalamazoo, be set as follows for the 2019-20 fiscal year, and that the Deputy Superintendent be authorized to certify the following rates:

City of Kalamazoo, Township of Kalamazoo, Township of Texas and Township of Oshtemo

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<th>2019 Summer Tax Rate</th>
<th>2019 Winter Tax Rate</th>
<th>Total Rate</th>
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</table>

BOARD OF TRUSTEES OF KALAMAZOO PUBLIC SCHOOLS, COUNTY OF KALAMAZOO

BY:

________________________
Its President

BY:

________________________
Its Secretary
TO: Board of Trustees

FROM: Michael F. Rice, Ph.D

DATE: June 13, 2019

SUBJECT: Resolution Authorizing Issuance of Notes in Anticipation of State School Aid

RECOMMENDATION: It is recommended that the Board adopt the attached resolution authorizing the district to borrow up to $14.09 million in anticipation of state aid.

RATIONALE: Based on forecasts of cash requirements for 2019-20, the District will need to sell short-term notes to mitigate the possibility of cash shortages. This practice is consistent with previous years, both for KPS and districts across the state, and is required due to differences in the timing of cash receipts from the State of Michigan relative to cash disbursements.

The accompanying resolution was prepared by Amanda Van Dusen, attorney with Miller, Canfield, Paddock and Stone, who is serving as note counsel for the district.
Minutes of the regular meeting of the Board of Education of the Kalamazoo Public Schools, County of Kalamazoo, State of Michigan (the “School District”), held in the School District on the 13th day of June, 2019, at 7:00 p.m., Eastern Daylight Time.

PRESENT: Members _______________________________________________________________

ABSENT: Members ______________________________________________________________

The following preamble and resolution were offered by Member ________________ and supported by Member ______________:

WHEREAS, under the terms of Section 1225 of Act 451, Public Acts of Michigan, 1976, as amended (the “Act”), a school district is authorized to borrow money for school operations and issue its notes therefor, in one or more series, pledging for the payment thereof monies to be received by it pursuant to the State School Aid Act of 1979, Act 94, Public Acts of Michigan, 1979, as amended (the “State Aid Act”), which notes shall be the full faith and credit obligation of the School District; and

WHEREAS, under the terms of Section 1225 of Act 451, Public Acts of Michigan, 1976, as amended (the “Act”), a school district is authorized to borrow money for school operations and issue its notes therefor, in one or more series, pledging for the payment thereof monies to be received by it pursuant to the State School Aid Act of 1979, Act 94, Public Acts of Michigan, 1979, as amended (the “State Aid Act”), which notes shall be the full faith and credit obligation of the School District; and

WHEREAS, the estimated amount of the state school aid appropriations allocated or to be allocated to the School District for the fiscal year ending June 30, 2020 (the “2019/2020 State Aid” or the “Pledged State Aid”), is shown in paragraph 1 of Exhibit A; and

WHEREAS, the School District has the need to borrow the sum of not to exceed the amount shown in paragraph 3 of Exhibit A to pay operating expenses for the fiscal year beginning July 1, 2019, which amount is estimated to be not more than 70% of the difference between the total state school aid funds apportioned or to be apportioned to the School District for the 2019/2020 State Aid and that portion of the 2019/2020 State Aid already received or pledged; and

WHEREAS, the School District plans to issue or has issued notes, bonds or other obligations subject to Section 148 of the Internal Revenue Code of 1986, as amended (the “Code”), relating to arbitrage and the rebate thereof, including but not limited to federally tax-exempt obligations and/or tax-advantaged bonds and other obligations, not including this borrowing, during calendar year 2019 in the aggregate amount shown in paragraph 2 of Exhibit A; and

WHEREAS, the School District has received approval of its Qualifying Statement filed for 2018 with the Michigan Department of Treasury (“Treasury”); and
WHEREAS, the School District determines that it is in its best interest to borrow the sum of not to exceed the amount shown in paragraph 3 of Exhibit A and issue the general obligation notes in one or more series (the “Note” or “Notes”) of the School District therefor and to authorize certain other related actions thereto.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The School District, pursuant to Section 1225 of the Act, shall issue its Notes in one or more series in order to borrow for the above purpose a sum not to exceed the amount shown in paragraph 3 of Exhibit A, the final amount, number of series and series designation to be determined by the officer designated in paragraph 4 of Exhibit A or his/her designee who shall be a member of the administrative staff or Board of Education of the School District (the “Authorized Officer”), prior to the sale of the Notes, or such portion thereof as may be approved by Treasury, if prior approval is necessary, and issue the general obligation Notes of the School District therefor, in anticipation of the distribution of Pledged State Aid for the fiscal year ending June 30, 2020. The Notes may be issued in one or more series as determined by the Authorized Officer.

2. The Notes shall be issued in one or more series designated “State Aid Notes, Series 2019A,” or such other name or designation as determined by the Authorized Officer at the time of the sale. The Notes of each series shall bear interest at the rate or rates payable on the date or dates determined on sale thereof, but not to exceed the maximum rate permitted by law at the time of sale, be dated as set forth in paragraph 5 of Exhibit A, or as of the date of delivery, and be due and payable on the date shown in paragraph 6 of Exhibit A. The Notes shall be payable in lawful money of the United States of America at a bank or trust company in the State of Michigan qualified to act as paying agent as shall be designated by the purchaser of the Notes. The Notes shall be in denominations as determined by the Authorized Officer. The Notes shall be subject to redemption prior to maturity as specified in the Purchase Contract described below, if the Notes are sold to the Michigan Finance Authority (the “Authority”).

3. The School District hereby appropriates a sufficient amount of the Pledged State Aid to repay the principal of and interest on the Notes. In addition, the full faith and credit of the School District is hereby irrevocably pledged for payment of the principal of and interest on the Notes and, in case of the insufficiency of the Pledged State Aid, the School District shall pay the Notes from any funds legally available therefor, and, if necessary, levy sufficient taxes on all taxable property in the School District for the payment thereof, subject to applicable constitutional and statutory tax rate limitations.

The Notes may be issued in book-entry-only form through The Depository Trust Company in New York, New York (“DTC”), and the Authorized Officer is authorized to execute such custodial or other agreement with DTC as may be necessary to accomplish the issuance of the Notes in book-entry-only form and to make such changes in the Note form within the parameters of this resolution as may be required to accomplish the foregoing.

4. The President and Secretary of the Board of Education shall execute the Notes on behalf of the School District by manual or facsimile signature and the executed Notes shall be delivered to the Treasurer who shall cause the Notes to be delivered to the purchaser thereof upon the receipt of the purchase price thereof. The Vice President, Treasurer or Superintendent may execute the Notes instead of either the President or Secretary. In the event the Notes are executed by the facsimile signature of the foregoing, the Notes shall be authenticated in the manner approved by the Authorized Officer. The foregoing officials are hereby authorized to execute and deliver a temporary Note or Notes and exchange, when available, final printed Note or Notes therefor at the request of the purchaser of the Notes. Any reference to an officer or
5. Unless the Notes are issued as federally taxable, the School District hereby covenants for the benefit of all holders of the Notes to comply with all requirements of the Code, that must be satisfied subsequent to the issuance of the Notes in order that the interest thereon be or continue to be excluded from gross income for federal income taxation purposes, including, but not limited to, requirements relating to the rebate of arbitrage earnings, if applicable, and the expenditure and investment of Note proceeds and moneys deemed to be Note proceeds. If appropriate, the Authorized Officer may designate the Notes as “qualified tax-exempt obligations” for purposes of deduction of interest expense by financial institutions under the Code.

6. The President, Vice-President, Secretary, Treasurer, Superintendent or his/her designee and the Authorized Officer are further authorized to execute any documents or certificates necessary to complete the transaction including, but not limited to, any certificates relating to federal or state securities, laws, rules or regulations.

7. If the timing of the sale is compatible with the timing of the pooled financing of the Authority, and the Authority’s credit requirements are attractive to the School District as determined by the Authorized Officer, the Notes shall be sold on a negotiated basis to the Authority based upon the historical performance of the Authority’s note pool program whereby competitive interest rates and reduced costs of issuance are obtained by pooling several participating school districts in one or more series of notes. The Authorized Officer or his/her designee is further authorized to select the method of sale of the Notes to the purchaser, as shall be determined to be in the best interest of the School District and not in conflict with the limitations set forth in this resolution. The School District may sell its Notes to (a) the Authority; or (b) by competitive or negotiated sale with a financial institution based on a determination by the Authorized Officer as to which method of sale offers the most timely and cost effective solution for the School District’s cash flow needs. If the Notes are sold by competitive sale the Authorized Officer shall complete and publish a Notice of Sale in substantially the form set forth in Exhibit C to this resolution. The Authorized Officer is authorized to file any documentation necessary to issue the Notes with Treasury, including filing an application for an exemption from the rating requirement, if necessary, and is further authorized to take all other steps necessary and desirable for issuance and delivery of the Notes.

8. If the School District sells the Notes to the Authority and in the event the Authorized Officer determines that it is in the best interest of the School District to choose to pay all or a portion of the principal of and interest on the Notes with set aside installments, the following provisions in this paragraph 8 shall apply:

A. The School District shall set aside moneys in a separate fund with the depository designated in the Purchase Contract described below (the “Depository”) to pay the principal of and interest on the Notes when due in three (3), five (5) or seven (7) consecutive monthly set-aside installments (the “Installment” or “Installments”), ending on July 20, 2020, and earlier on the 20th day of each month (or in the case of January, the 21st, and in the case of June, the 22nd), or such other state school aid payment date as may be provided for under state law (each a “Payment Date”). If a Payment Date falls on a Saturday, Sunday or legal holiday, the Payment Date shall be the next business day. The payment to the Depository shall be made first from the Pledged State Aid received during the month of the Installment. If, for any reason, the Pledged State Aid received during the month of the Installment is insufficient to pay the Installment, then in that event the School District pledges to use any and all other available funds to meet the Installment obligation. If the School District fails to set aside all or any
portion of an Installment (the “Installment Shortfall”) on the Payment Date, the Authority is authorized, pursuant to Section 17a(3) of the State Aid Act, to intercept 100% of the Pledged State Aid to be distributed to the School District beginning with the month following the School District's failure to meet the Installment obligation and all months thereafter, in accordance with the terms and conditions of the Purchase Contract (the “Purchase Contract”) between the Authority and the School District. Beginning with the month following the Installment Shortfall, the Authority shall intercept 100% of the Pledged State Aid to be distributed to the School District and apply the intercepted amount on the following priority basis: (i) the Installment Shortfall; (ii) the current month's Installment; and (iii) any amounts remaining to be immediately distributed to the School District. The intercept process set forth above shall continue each month following the Installment Shortfall until sufficient funds are deposited with the Depository to pay the total principal of and interest on the Notes. Unless expressly authorized by the Authority, the maximum amount of each Installment will not exceed 50% of the amount of Pledged State Aid due to the School District in any set-aside month.

B. If the School District has failed to deposit all or a portion of an Installment by the last business day of the month of the Installment, the Depository is authorized and directed to give written notice to the Authority, the State Treasurer and the School District on the first business day following the last business day of the month of the failure to deposit all or a portion of the Installment. Upon receipt of such written notice from the Depository, the Authority shall promptly notify the School District that it will immediately commence to intercept 100% of the Pledged State Aid.

C. If on the date of the final Installment as specified in Schedule I to the Purchase Contract, the funds with the Depository are insufficient to pay the principal of and interest on the Notes when due, the School District, pursuant to Section 17a(3) of the State Aid Act to the extent necessary to meet the payment obligation, assigns to the Authority and authorizes and directs the State Treasurer to advance all or part of any state school aid payment which is dedicated for distribution or for which the appropriation authorizing the payment has been made.

D. Any Authorized Officer is further authorized to agree, if required by the Authority, to assign to the Authority and authorize and direct the State Treasurer to intercept or advance all or part of any state school aid payment which is dedicated for distribution or for which the appropriation authorizing the state school aid payment has been made pursuant to Section 17(a)(3) of the State Aid Act.

E. Any Authorized Officer is further authorized to determine that each Installment is a partial mandatory redemption of a particular series of the Notes and that the last Installment is the maturity date of that series of the Notes, and such determination shall be conclusively evidenced by the Purchase Contract described below.

F. The School District authorizes and consents to the Authority entering into an investment agreement with a financial institution for the investment of funds deposited with the Depository on behalf of the Authority and the School District.

9. If the School District sells the Notes to the Authority, the Authorized Officer is authorized to sell all or a portion of the Notes to the Authority without an Installment payment schedule (the “No Set-Aside Notes”) pursuant to the provisions of this resolution. In that event: (A) any Authorized Officer is further authorized to agree, if required by the Authority, to assign to the Authority and authorize and direct the State Treasurer to intercept or advance all or part of any state school aid payment which is dedicated
for distribution or for which the appropriation authorizing the state school aid payment has been made pursuant to Section 17a(3) of the State Aid Act; (B) the School District acknowledges that payment of the principal of and interest on certain of the No Set-Aside Notes may be secured by a direct-pay letter of credit issued for the account of the Authority and the School District by one or more providers selected by the Authority (each a “Letter of Credit”; and each issuer a “Letter of Credit Bank”); (C) it shall not be deemed a default by the School District under the provisions of the Purchase Contract or the No Set-Aside Notes if the principal of and interest on the No Set-Aside Notes shall have been paid in full when due to the Authority from proceeds of a drawing on the Letter of Credit and the drawing on the Letter of Credit is reimbursed by the School District on the designated date set forth in the reimbursement agreement relating to the Letter of Credit; and (D) the School District appoints the Authority as its agent to enter into the reimbursement agreement for and on behalf of the School District, if required by the Authority, as well as on the Authority’s own behalf, and the School District agrees to be referred to as an account party in the Letter of Credit obtained by the Authority to secure payment of the No Set-Aside Notes and any series of the Authority's State Aid Revenue Notes issued to finance the Authority's purchase of the No Set-Aside Notes.

10. If the School District sells the Notes to the Authority, the following shall apply:

A. Any Authorized Officer is hereby authorized to execute and deliver one or more Purchase Contracts with the Authority (which shall be determined by whether one or more series of Notes are issued hereunder) in substantially the form attached hereto as Exhibit B reflecting the terms and conditions of the borrowing with such additions, deletions or substitutions (including without limitation additions, deletions or substitutions required by any Letter of Credit Bank(s) or any purchaser(s) of any series of the Authority’s State Aid Revenue Notes issued by the Authority to finance its purchase of the No Set-Aside Notes), as the Authority and any Authorized Officer shall deem necessary and appropriate, including the number of set-asides, if any, and their dates and amounts, and not inconsistent with the provisions of this resolution. The choice of whether to make Installments for the Notes and/or the number, dates and amounts of Installments shall be conclusively evidenced by the Purchase Contract. The Purchase Contract shall include the School District’s agreement with respect to any Installment not received by the Depository from the School District on the respective Payment Date, to pay the Authority an amount as invoiced by the Authority to recover its administrative costs and lost investment earnings attributable to that late payment.

B. Any Authorized Officer is further authorized to approve (i) the specific interest rate(s) to be borne by the Notes, not exceeding the maximum rate permitted by law, (ii) the purchase price of the Notes, not less than the price specified in paragraph 7 of Exhibit A, (iii) a guaranteed investment agreement or other permitted investment in accordance with state law for funds paid to the Depository, if applicable, (iv) direct payments of Pledged State Aid to and if required by the Authority, and (v) other terms and conditions relating to the Notes and the sale thereof.

C. The form of the Notes shall contain the following language in substantially the form set forth below as applicable, with such additions, deletions or substitutions (not inconsistent with the Purchase Contract) as the Authority and any Authorized Officer shall deem necessary and appropriate:

To the extent permitted by law, the principal of and interest on this Note which remains unpaid after this Note has matured and all other outstanding and unpaid amounts owing by the School District under the Purchase Contract shall bear interest until paid at an interest rate per annum based upon a 360-day year for the actual number of days elapsed equal to the “Default Rate” as described in Schedule I to the Purchase Contract.
11. If sold at a competitive or negotiated sale other than to the Authority, the Notes shall be dated on such date, shall mature on such date, shall be issued in such principal amount with or without set aside payments, shall bear such interest rate, shall be sold at such price and be in such denominations as may be determined by the Authorized Officer of the School District, but in each case within the parameters set forth in Exhibit A to this resolution. If sold at a competitive sale, the Authorized Officer is hereby authorized to award the Notes to the bidder whose bid produces the lowest interest cost to the School District and is within the parameters set forth in Exhibit A to this resolution. If sold at a negotiated sale, the Authorized Officer is authorized to enter into an agreement on behalf of the School District with a financial institution for such sale within the parameters of Exhibit A to this resolution, and, if such officer determines it to be in the interest of the School District, the Authorized Officer is authorized to enter into agreements providing for a credit enhancement as security for payment of the Notes.

12. Each series of Notes issued hereunder shall be of equal standing as to the Pledged State Aid. The School District reserves the right to issue additional notes or other obligations of equal standing with the Notes as to the Pledged State Aid. If the Notes are sold to the Authority, prior written consent of an authorized officer of the Authority is required to issue additional notes or obligations of equal standing with the Notes as to the Pledged State Aid. The School District further resolves that the amount payable as to principal and interest on the Notes plus the amount payable as to principal and interest on or prior to the maturity date of the Notes on any additional notes or other obligations of equal standing with the Notes as to payment from Pledged State Aid will not exceed 75% of the amount of Pledged State Aid.

13. The representation of the School District by Miller, Canfield, Paddock and Stone, P.L.C. as note counsel is hereby approved, notwithstanding Miller, Canfield’s periodic representation of the Authority and other potential parties to the transaction in unrelated matters. The School District retains Miller, Canfield, Paddock and Stone, P.L.C. to perform an arbitrage rebate analysis and prepare a rebate return for the Notes, if necessary.

14. Within fifteen (15) business days after issuance of the Notes, the Board hereby authorizes and directs the Authorized Officer to cause to be filed with Treasury any and all documentation required to be filed subsequent to the issuance of the Notes, along with any statutorily required fee.

15. All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution be and the same hereby are rescinded.

AYES: Members _______________________________________________________________

NAYS: Members _______________________________________________________________

RESOLUTION DECLARED ADOPTED.

____________________________________
Secretary, Board of Education

MILLER, CANFIELD, PADDOCK AND STONE, P.L.C.
The undersigned duly qualified and acting Secretary of the Board of Education of the Kalamazoo Public Schools, County of Kalamazoo, State of Michigan, hereby certifies that the foregoing is a true and complete copy of a resolution adopted by the Board at a regular meeting held on June 13, 2019, the original of which is a part of the Board’s minutes and further certifies that notice of the meeting was given to the public pursuant to the provisions of the Open Meetings Act, 1976 PA 267, as amended, and that attached hereto as Exhibit D is a true and complete copy of the notice of said meeting posted in accordance with the Revised Municipal Finance Act, being Act 34, Public Acts of 2001, as amended.

______________________________
Secretary, Board of Education
EXHIBIT A

1. Estimated 2019/2020 State Aid allocated or to be allocated for fiscal year ending June 30, 2020: $107,683,400 (total amount estimated to be received from October 1, 2019 through August 31, 2020).

2. Amount of tax-exempt, notes or bonds or other tax exempt or tax credit obligations not including this borrowing, issued or expected to be issued during the 2019 calendar year: estimated to be $10,830,000 (include plans for voted or non-voted bonds, refunding bonds, additional state aid notes, tax anticipation notes, installment purchase agreements, tax-exempt lines of credit, and lease-purchase agreements). Amount of other taxable obligations (including lines of credit) issued or to be issued during the 2019 calendar year: estimated to be $0.

3. Amount of borrowing not to exceed: $14,090,000.

4. Authorized Officer: Superintendent, Deputy Superintendent, Business Manager or designee.

5. Date of Notes: Date of Delivery or August 20, 2019 or such other date as determined by the Authorized Officer.

6. Notes due and payable: July 20, 2020, August 20, 2020, or such other date as determined by any Authorized Officer.

7. Purchase price: Not less than 97% of the principal amount of the Notes

8. Five percent (5%) of estimated fiscal year 2018/2019 operating expenses: $8,025,947
EXHIBIT B

FORM OF PURCHASE CONTRACT

Kalamazoo Public Schools

The Michigan Finance Authority (the “Authority”), a public body corporate, separate and distinct from the State of Michigan, hereby offers to enter into this Purchase Contract with the Issuer named below (the “Issuer”) which, upon the acceptance of this offer by the Issuer, will be binding upon the Authority and the Issuer. This offer is made subject to acceptance on or before the date set forth below. The Issuer accepts the electronic or digital signature of the Authority’s Executive Director (or other authorized officer of the Authority) if set forth below and acknowledges that it has the same legal effect and enforceability as a manual signature.

Upon the terms and conditions and upon the basis of the representations, warranties and agreements set forth herein, including those set forth in Schedule I hereto, the Authority hereby agrees to purchase from the Issuer, and the Issuer hereby agrees to sell and deliver to the Authority, notes (the “Notes”) in the principal amount and with the interest rate as shown in Schedule I. The purchase price for the Notes shall be as set forth in Schedule I.

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IF THREE, FIVE OR SEVEN SET-ASIDES ARE APPLICABLE, THE FOLLOWING LANGUAGE SHALL BE INCLUDED IN THE PURCHASE CONTRACT:

[The Issuer acknowledges that the Authority will purchase the Notes with proceeds from certain State Aid Revenue Notes to be issued by the Authority (the “Authority’s Notes”). The Issuer represents and warrants to, and agrees with, the Authority that (A) the Issuer has, and on the Closing Date (specified below) will have, full legal right, power and authority (1) to enter into this Purchase Contract, and (2) to sell and deliver the Notes to the Authority and pledge and assign to the Authority the moneys to be received by the Issuer pursuant to the State School Aid Act of 1979, as amended (the “State School Aid”) as provided herein and in the resolution authorizing the Notes and the Issuer has duly authorized and approved the execution and delivery of and the performance by the Issuer of its obligations contained in this Purchase Contract including those set forth in Schedule I; and (B) the Issuer shall promptly pay its pro rata share of the Costs of Issuance upon notification by the Authority. The term “Costs of Issuance” shall mean and include underwriters’ discount, printing charges, rating agency charges, trustee fees, note counsel fees, and other counsel fees and issuance fees of the Authority and the underwriter(s) related to the Authority’s Notes; provided, however, that the Issuer's pro rata share of such Costs of Issuance shall not exceed the amount shown in Schedule I.

The Issuer pledges to pay the principal of and interest on the Notes from its State School Aid appropriations allocated or to be allocated to it for the fiscal year ending June 30, 2020 and to be paid from October 2019 through August 2020, inclusive (the “Pledged State Aid”). Moneys to pay the principal of and interest on the Notes when due shall be set aside in a separate fund with the Depository (as defined in Schedule I) as hereinafter described in 3, 5 or 7 installments (the “Installment” or “Installments”) as specified in Schedule I, or such other State School Aid payment date as may be provided for under state law (the “Payment Date”). If a Payment Date falls on a Saturday, Sunday or legal holiday, the Installment shall be due on the next business day. The payment to the Depository shall be made first from the Pledged State Aid received during the month of the Installment. Notwithstanding the foregoing, the Issuer hereby irrevocably directs the Treasurer of the State of Michigan to directly transfer to the Depository payment of the Issuer’s current month’s Installment from the Pledged State Aid received during the month of the
Installment on the Payment Date. If, for any reason, the Pledged State Aid received during the month of an Installment is insufficient to pay the Installment (an “Installment Shortfall”) the Issuer pledges to use any and all other legally available funds to pay the Installment Shortfall. If the Issuer has failed to deposit with the Depository all of the Installment Shortfall by the last business day of the month of the Installment, the Depository is authorized and directed to give written notice to the Authority, the State Treasurer, and the Issuer on the first business day following the last business day of the month of the failure to deposit all of the Installment Shortfall. Upon receipt of written notice from the Depository, the Authority shall promptly notify the Issuer that it will immediately commence to intercept Pledged State Aid as described herein.

Pursuant to Section 17a(3) of the State School Aid Act of 1979, as amended (the “Act”), the Authority is authorized to intercept 100% of the Pledged State Aid to be distributed to the Issuer. Beginning with the month following the Installment Shortfall, for Pledged State Aid to be distributed to the Issuer pursuant to the Act on or before July 20, 2020, the Authority shall intercept 100% of that Pledged State Aid and apply the intercepted amount on the following priority basis: (A) to the Installment Shortfall; (B) to the current month’s Installment; and (C) any amounts remaining to be immediately distributed to the Issuer. Except as otherwise provided below, the intercept process set forth above shall continue each month following the Installment Shortfall until sufficient funds are deposited with the Depository to pay the principal of and interest on the Notes.

If on the date of the final Installment as specified in Schedule I, the funds on deposit with the Depository are insufficient to pay the principal of and interest on the Notes when due, and any and all other amounts owed by the Issuer as set forth in Schedule I (the “Payment Obligations”), and the Issuer also has an outstanding no set-aside state aid note issued as a separate series on August 20, 2019 (a “No Set-Aside Note”) and purchased by the Authority with proceeds from the Authority’s State Aid Revenue Notes, Series 2019A-2, then the Issuer, pursuant to Section 17a(3) of the Act, to the extent necessary to meet the Payment Obligations, assigns to the Authority and authorizes to intercept, and directs the State Treasurer to advance, the Issuer’s Pledged State Aid to be applied pursuant to the terms of any applicable State Aid Agreement, dated as of August 20, 2019, by and among the Authority, the Treasurer of the State of Michigan and ____________

If at any time and from time to time prior to the maturity date of the Notes the Authority has reason to believe that the Issuer will be unable to pay in full the principal of and interest on the Notes when due, the Authority, in its sole discretion, may by phone or email:

(i) request from the Issuer a written confirmation of both its ability to pay the Notes when due and a description of the source(s) of funds for the repayment of the Notes. If the Issuer fails within ten (10) days to provide such confirmation to the satisfaction of the Authority, the Issuer hereby authorizes the intercept of any Pledged State Aid to be distributed to the Issuer earlier than August 2020 in such amount as determined by the Authority to be appropriate and further authorizes the Authority to give notice to the State Treasurer to intercept that amount of any Pledged State Aid which has not already been transferred to the Issuer. Any Pledged State Aid which is thus intercepted shall be transferred to the Depository and shall, after the Authority’s Notes are paid, any amounts remaining shall be immediately distributed to the Issuer]; and/or

(ii) give notice to the Issuer requiring the Issuer to enter into one or more Tax Intercept Agreements (each a “TIA”) to provide additional security for the payment of the Notes. Each TIA shall be in a form prescribed by the Authority, with such additions, deletions or substitutions reasonably required by any local taxing unit that collects operating taxes revenues collected for the Issuer, and the delinquencies thereon, on behalf of the Issuer, as the Authority and any Authorized Officer shall deem necessary and appropriate.]
The Issuer consents to the Authority’s pledge and assignment of and grant of a security interest in the Authority’s rights and interest (subject to certain rights of indemnification) in the Notes and this Purchase Contract as security for the Authority’s Notes and a Trust Indenture dated as of August 1, 2019, issued by the Authority pursuant to its Note Authorizing Resolution adopted April 23, 2019, and for the Authority’s obligations under a Note Purchase Agreement between it and any underwriter(s) of the Authority’s Notes.

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IF NO SET-ASIDE INSTALLMENTS ARE APPLICABLE, THE FOLLOWING LANGUAGE SHALL BE INCLUDED IN THE PURCHASE CONTRACT RELATING TO THE AUTHORITY’S STATE AID REVENUE NOTES SECURED BY A LETTER OF CREDIT (IF ANY):

[The Issuer represents and warrants to, and agrees with, the Authority that (A) the Issuer has, and on the Closing Date (specified below) will have, full legal right, power and authority (1) to enter into this Purchase Contract, and (2) to sell and deliver the Notes to the Authority and pledge and assign to the Authority the moneys to be received by the Issuer pursuant to the State School Aid Act of 1979, as amended (the “State School Aid”) as provided herein and in the resolution authorizing the Notes and the Issuer has duly authorized and approved the execution and delivery of and the performance by the Issuer of its obligations contained in this Purchase Contract including those set forth in Schedule I; and (B) the Issuer shall promptly pay its pro rata share of the Costs of Issuance upon notification by the Authority. The term “Costs of Issuance” shall mean and include underwriter’s discount, printing charges, letter of credit fees and related charges of a letter of credit (including, without limitation, all other amounts owing by the Authority under the reimbursement agreement relating to the letter of credit), rating agency charges, trustee fees, note counsel fees, and other counsel fees and issuance fees of the Authority related to the Authority’s Notes (as defined below); provided, however, that the Issuer’s pro rata share of such Costs of Issuance shall not exceed the amount shown on Schedule I hereto.

The Issuer acknowledges that (A) the Authority will purchase the Notes with proceeds from the State Aid Revenue Notes, Series 2019A-2 to be issued by the Authority (the “Authority’s Notes”); and (B) the payment of the principal of and interest on the Notes will be secured by a direct-pay letter of credit (the “Letter of Credit”) to be issued by ____________ (the “Bank”), pursuant to a reimbursement agreement among the Authority, ____________ (as Trustee and Depository), and the Bank, dated as of August 20, 2019 (the “Reimbursement Agreement”).

The Issuer agrees that it will deposit with the Depository (as defined in Schedule I) payment of the principal of and interest on the Notes in immediately available funds, the full amount of such principal of and interest on the Notes to be received by the Depository by 11:00 a.m. on the maturity date of the Notes. The Issuer pledges to pay the principal of and interest on its Notes from the 2019/2020 State School Aid to be allocated to it and to be paid from October 2019 through August 2020, inclusive (the “Pledged State Aid”).

Not later than August __, 2020, the Issuer shall determine whether there will be sufficient funds on deposit with the Depository on August 20, 2020 (the maturity date of the Notes) to pay the principal of and interest on the Notes when due on that maturity date. If the Issuer determines that there will be insufficient funds on deposit with the Depository on August 20, 2020 to pay the principal of and interest on the Notes on the maturity date of the Notes, the Issuer will so notify the Authority by telephone and email not later than August __, 2020 (email to: TreasMFA-StateAidNote@michigan.gov; and telephone the Executive Director, 517-335-0994).
If on the maturity date of the Notes there are insufficient funds on deposit with the Depository to pay the principal of and interest on the Notes when due, the Issuer, pursuant to Section 17a(3) of the State School Aid Act of 1979, as amended (the “Act”), to the extent necessary to meet the payment obligation, assigns to the Authority and authorizes and directs the State Treasurer to advance the Issuer’s Pledged State to be applied pursuant to the terms of any applicable State Aid Agreement, dated as of August 20, 2019, by and among the Authority, the State Treasurer of the State of Michigan, and __________. The Issuer acknowledges that such a State Aid Agreement will be executed among the Authority, the State Treasurer, the Depository, and the Trustee for the Authority whereby the State Treasurer agrees to intercept and/or advance all or part of any State School Aid as described under this Purchase Contract. Notwithstanding the foregoing:

(A) The Issuer hereby irrevocably directs the State of Michigan to pay to the Depository 100% of the Pledged State Aid to be distributed to the Issuer in August 2020, and the Depository shall apply the August 2020 State School Aid payment on the following priority basis: (1) first, to pay the Bank the amount necessary to reimburse it for the drawing on the Letter of Credit to pay principal of and interest on the Authority's Notes on August 20, 2020; (2) second, all other amounts due and owing to the Bank under the Reimbursement Agreement; (3) third, to pay any outstanding obligations relating to any other notes issued and delivered by the Issuer to the Authority concurrently with the Notes (“Other Notes”), if any; and (4) any amount remaining to be immediately distributed to the Issuer.

(B) If (i) the Issuer's August 2020 State School Aid payment will be less than the aggregate amount of principal of and interest on the Notes and on any Other Notes, and (ii) the Issuer will pay any of the remaining amount due from any source other than proceeds from its borrowing in the Authority's August 2020 state aid note pool, the Issuer shall give written notice by August __, 2020 to the Authority and the Depository specifying each such source and amount (e.g., $ __ will be wired to the Depository from ____________).

(C) If at any time and from time to time prior to the maturity date of the Notes the Authority has reason to believe that the Issuer will be unable to pay in full the principal of and interest on the Notes when due, the Authority, in its sole discretion, may by phone or email:

(i) request from the Issuer a written confirmation of both its ability to pay the Notes when due and a description of the source(s) of funds for the repayment of the Notes. If the Issuer fails within ten (10) days to provide such confirmation to the satisfaction of the Authority, the Issuer hereby authorizes the intercept of any Pledged State Aid to be distributed to the Issuer earlier than August 2020 in such amount as determined by the Authority to be appropriate and further authorizes the Authority to give notice to the State Treasurer to intercept that amount of any Pledged State Aid which has not already been transferred to the Issuer. Any Pledged State Aid which is thus intercepted shall be transferred to the Depository and shall be applied after the Authority’s Notes are paid in the same manner as provided in paragraph (A) above; and/or

(ii) give notice to the Issuer requiring the Issuer to enter into one or more Tax Intercept Agreements (each a “TIA”) to provide additional security for the payment of the Notes and the Issuer shall take the actions necessary to enter into the TIA(s). Each TIA shall be in a form prescribed by the Authority, with such additions, deletions or substitutions reasonably required by any local taxing unit that collects operating taxes revenues collected for the Issuer, and the delinquencies thereon, on behalf of the Issuer, as the Authority and any Authorized Officer shall deem necessary and appropriate.]
The Issuer consents to the Authority’s pledge and assignment of and grant of a security interest in the Authority’s rights and interest (subject to certain rights of indemnification) in the Notes and this Purchase Contract as security for the Authority’s Notes and a Trust Indenture dated as of August 1, 2019, issued by the Authority pursuant to its Note Authorizing Resolution adopted April 23, 2019 and the Authority’s obligations under the Reimbursement Agreement.

The Issuer acknowledges that Section 15 of the Authority's enabling statute, the Shared Credit Rating Act, as amended, provides for a statutory lien on the Authority's pledge of the Pledged State Aid which is paramount and superior to all other liens for the sole purpose of paying the principal of, and interest on, (i) the Authority's Notes and (ii) if proceeds of any State Aid Revenue Notes of any other series issued and delivered by the Authority concurrently with the Authority's Notes are used to purchase any other notes of the Issuer, those other State Aid Revenue Notes.

The Issuer further acknowledges that Section 17a(3) of the Act does not require the State to make an appropriation to any school district or intermediate school district and shall not be construed as creating an indebtedness of the State.

With respect to any payment not received from the Issuer by the Depository by the time and date due under this Purchase Contract, the Issuer agrees to pay the Authority an amount as invoiced by the Authority to recover its administrative costs attributable to the late payment. The Issuer further agrees to reimburse the Authority (A) for any and all amounts which the Authority may have to rebate to the federal government due to investment income which the Issuer may earn in connection with the issuance or repayment of its Notes and (B) for the Issuer's pro rata share of the Costs of Issuance that were paid by the Authority in the event that the Authority is required to rebate investment earnings to the federal government regardless, in either case, whether the Issuer is subject to such rebate or not. In the event the Issuer does not meet any arbitrage rebate exception pursuant to the Internal Revenue Code of 1986, as amended, and the regulations promulgated thereunder, relative to the Notes, the Issuer will make any required rebate payment to the federal government when due.

The Issuer shall make the Notes and its other documents, certificates and closing opinions as the Authority shall require (the “Closing Documents”) available for inspection by the Authority on August ____, 2019, at the offices of the Thrun Law Firm, P.C., East Lansing, Michigan. At 9:00 a.m., prevailing Eastern Time, on August 20, 2019 (“Closing Date”), the Issuer shall deliver the Notes to the Authority at the offices of Miller, Canfield, Paddock and Stone, P.L.C., Lansing, Michigan, together with the Closing Documents, and the Authority shall accept delivery of the Notes and the Closing Documents and pay the purchase price for the Notes.

The Authority shall have the right in its sole discretion to terminate the Authority's obligations under this Purchase Contract to purchase, accept delivery of and pay for the Notes if the Authority is unable for any reason to sell and deliver the Authority’s Notes on or prior to the Closing Date.

(Remainder of Page Intentionally Left Blank)
The Authority shall have the right in its sole discretion to terminate the Authority’s obligations under this Purchase Contract to purchase, accept delivery of and pay for the Notes if the Authority is unable for any reason to sell and deliver the Authority’s Notes on or prior to the Closing Date.

Michigan Finance Authority

By __________________________
Its Authorized Officer

Accepted and Agreed to this
_________ day of ____________, 2019
__________________________ (“Issuer”)  
By __________________________
Title: ______________________

(Signature page to Purchase Contract)
Schedule I

[INSTALLMENT PAYMENT SCHEDULE]

All capitalized terms used and not expressly defined in this Schedule I shall have the meanings given to them in the Purchase Contract to which this Schedule I is attached (the “Purchase Contract”).

1. The Issuer hereby covenants that it will deposit all Installment payments as set forth in paragraph 9 below with ________________, or its successor (the “Depository”) at its designated corporate trust office located in __________, Michigan. [The Issuer directs the Depository to use the proceeds of the Installment payments to acquire U.S. Treasury Obligations state and local government series (SLGS) and/or such other U.S. Treasury notes, bonds, bills and securities as authorized and directed by the Authority and as permitted by law, or, if authorized and directed by the Authority, to enter into an investment contract with a financial institution on behalf of the Issuer for the investment of the Installment payments.] In the event the Depository resigns, or is removed, the Issuer hereby accepts and appoints a successor depository appointed by the Authority as depository for the Notes.

2. The number of Installments shall be as set forth in paragraph 9 below. The Issuer hereby agrees to deposit funds with the Depository in accordance with the Purchase Contract and its resolution authorizing the Notes.

3. The Issuer covenants that it will deliver from time to time such additional information regarding the financial condition of the Issuer as the Authority may reasonably request.

4. The Issuer covenants that the principal amount of the Notes, together with any additional notes or other obligations of equal standing with the Notes as to the Pledged State Aid, will not exceed 75% of the amount of State School Aid to be received by the Issuer during the period from October 1, 2019, through August 31, 2020.

5. The principal amount and the initial interest rate on the Notes shall not exceed $___________ and _____% per annum, respectively.

6. The Issuer’s pro rata share of the Costs of Issuance shall not exceed: (A) $___________, plus (B) the Issuer’s pro rata share of related charges pursuant to the Note Purchase Agreement between the Authority and the underwriter(s).

7. The Notes shall be dated August 20, 2019 and shall mature on [August 20], 2020.

8. The purchase price of the Notes shall be $___________ (par of $___________ [less net discount of $___________] [plus net premium of $___________]).

9. The amounts of the Installments/Mandatory Redemptions on the Payment Dates are:

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<thead>
<tr>
<th>Payment Date</th>
<th>Installment/Mandatory Redemption</th>
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10. As long as the Notes are outstanding, the Issuer shall neither pledge nor make any request for an advancement pursuant to Section 17b of the State School Aid Act of 1979, as amended, of any portion of its Pledged State Aid, October 2020 State School Aid, or State School Aid payable thereafter without the prior written consent of the Authority, by its Executive Director, which consent shall not be unreasonably withheld. The Issuer shall not, at any time prior to the maturity of the Notes, issue any other obligations pledging the Pledged State Aid (“Other Obligations”) unless: (i) the Issuer shall have given prior written notice to the Authority of the Issuer’s intent to issue any Other Obligations promptly after forming such intent; (ii) any Other Obligations shall mature after August 20, 2020; and (iii) any pledge of the Pledged State Aid as security for the payment of any Other Obligations shall be: (A) expressly subject to the prior
right of interception set forth in this Purchase Contract; and (B) expressly subordinate, under written
subordination terms satisfactory to the Authority and its counsel, to the Issuer’s prior pledge of Pledged
State Aid as security for the Notes. “Other Obligations” as defined in this paragraph shall not include state
aid notes, if any, issued by the Issuer as a separate series on August 20, 2019 and purchased by the Authority
with proceeds from its State Aid Revenue Notes, Series 2019A-2, to be issued by the Authority pursuant to
the Trust Indenture dated as of August 1, 2019. Any one or more of the foregoing restrictions set forth in
this paragraph may be waived in writing by the Authority, by its Authorized Officer, in his or her sole and
absolute discretion.

11. The Notes and related funds on hand with the Depository are Security for the Authority and the
Trustee. The Issuer is directing the Authority, and the Authority is directing the Depository, to enter into
an investment agreement with a financial institution for investment of such funds on behalf of the Authority
and the Issuer. Subject to all ownership and security interests of the Authority, the Trustee and the
Depository in and to such funds, accounts and investment, and to the extent required by law, an undivided
interest in and to such investment, in the Issuer’s designated allocable amount, is granted to the Issuer.

[Note: If a Purchaser of the Authority’s State Aid Revenue Notes, Series 2019A-__, requires particular
provisions for determining the interest rate on the Notes or a default interest rate, such provisions will
be added to this Schedule I, as appropriate.]
Schedule I

[NO INSTALLMENTS]

All capitalized terms used and not expressly defined in this Schedule I shall have the meanings given to them in the Purchase Contract to which this Schedule I is attached (the “Purchase Contract”).

1. The Issuer hereby agrees to deposit or cause to be deposited funds to pay principal of and interest on the Notes with ______________, or its successor (the “Depository”) at its designated corporate trust office located in ______________, Michigan, in accordance with the Purchase Contract and resolution authorizing the Notes. In the event the Depository resigns, or is removed, the Issuer hereby accepts and appoints a successor depository appointed by the Authority as depository for the Notes.

2. The Issuer covenants that it will deliver from time to time such additional information regarding the financial condition of the Issuer as the Authority may reasonably request.

3. The Issuer covenants that the principal amount of the Notes, together with any additional notes or other obligations of equal standing with the Notes as to the Pledged State Aid, will not exceed 75% of the amount of State School Aid to be received by the Issuer during the period from October 1, 2019, through August 31, 2020.

4. The principal amount and the initial interest rate on the Notes shall not exceed $__________ and ________% per annum, respectively.

5. The Issuer's pro rata share of the Costs of Issuance shall not exceed: (A) $__________, plus (B) the Issuer’s pro rata share of related charges pursuant to the Reimbursement Agreement among the Authority, the Bank and the Depository (including, without limitation, all other amounts owing by the Authority under the Reimbursement Agreement and the initial fee of the Bank).

6. The Notes shall be dated August 20, 2019 and shall mature on [August 20], 2020.

7. The purchase price of the Notes shall be $_________ (par of $__________ [less net discount of $_____________] [plus net premium of $_____________]).

8. The amounts of the Installments/Mandatory Payments on the Payment Dates are:

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<tr>
<th>Payment Date</th>
<th>Installment/Mandatory Redemption</th>
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9. Drawings on the Letter of Credit shall be reimbursed to the Bank on the same day in immediately available funds and reasonable charges and expenses which the Bank may pay or incur relative to the Letter of Credit shall be reimbursed to the Bank on demand as provided in the Reimbursement Agreement. Interest shall be payable to the Bank at a daily fluctuating interest rate per annum (the “Bank Reimbursement Rate”) equal to (i) in the case of any amount drawn under the Letter of Credit and not so reimbursed, the Base Rate plus ___%; and (ii) in the case of any aforesaid reasonable charges and expenses which the Bank may pay or incur relative to the Letter of Credit, the Base Rate plus ___%.

“Adjusted One Month LIBOR Rate” means for any date an interest rate per annum (rounded upwards, if necessary, to the next 1/16 of 1%) equal to the sum of (i) ___% per annum plus (ii) the quotient of (a) the interest rate determined by the Bank by reference to the Reuters Screen LIBOR01 Page (or on any successor or substitute page) to be the rate at approximately 11:00 a.m. London time, on such date or, if such date is not a Business Day, on the immediately preceding Business Day, for dollar deposits with a...
maturity equal to one (1) month divided by (b) one minus the Reserve Requirement (expressed as a decimal) applicable to dollar deposits in the London interbank market with a maturity equal to one (1) month, provided that if the rate for any date so determined shall be less than zero, such rate shall be zero for purposes of this calculation.

“Base Rate” means, for any day, the highest of (a) the Prime Rate, (b) the Adjusted One Month LIBOR Rate and (c) _______ percent (____%) per annum.

“Business Day” means any day other than (i) a Saturday or Sunday, (ii) a day on which banking institutions in the States of Michigan, Illinois or New York are authorized or required by law or executive order to close or (iii) a day on which the New York Stock Exchange is closed.

“Prime Rate” means, for any day, the rate of interest announced by _________________ from time to time as its prime commercial rate for U.S. dollar loans, or equivalent, as in effect on such day, with any change in the Prime Rate resulting from a change in said prime commercial rate to be effective as of the date of the relevant change in said prime commercial rate.

“Reserve Requirement” means a percentage equal to the daily average during the most recently completed interest period of the aggregate maximum reserve requirements (including all basic, supplemental, marginal and other reserves), as specified under Regulation D of the Federal Reserve Board, or any other applicable regulation that prescribes reserve requirements applicable to Eurocurrency liabilities (as presently defined in Regulation D) or applicable to extensions of credit by the Purchaser the rate of interest on which is determined with regard to rates applicable to Eurocurrency liabilities. Without limiting the generality of the foregoing, the Reserve Requirement shall reflect any reserves required to be maintained by the Purchaser against any category of liabilities that includes deposits by reference to which the Adjusted One Month LIBOR Rate is to be determined.

10. So long as the Notes are outstanding or any amounts are due and owing to the Authority under this Purchase Contract, the Issuer shall neither pledge nor make any request for an advancement pursuant to Section 17b of the State School Aid Act of 1979, as amended, of any portion of its Pledged State Aid, October 2020 State School Aid, or State School Aid payable thereafter without the prior written consent of the Authority, by its Executive Director, which consent shall not be unreasonably withheld. The Issuer shall not, at any time prior to the maturity of the Notes, issue any other obligations pledging the Pledged State Aid (“Other Obligations”) unless: (i) the Issuer shall have given prior written notice to the Authority of the Issuer’s intent to issue any Other Obligations promptly after forming such intent; (ii) any Other Obligations shall mature after August 20, 2020, and (iii) any pledge of the Pledged State Aid as security for the payment of any Other Obligations shall be: (A) expressly subject to the prior right of interception set forth in this Purchase Contract; and (B) expressly subordinate, under written subordination terms satisfactory to the Authority and its counsel, to the Issuer’s prior pledge of Pledged State Aid as security for the payment of the Notes. “Other Obligations” as defined in this paragraph shall not include state aid notes, if any, issued by the Issuer as a separate series on August 20, 2019 and purchased by the Authority with proceeds from the State Aid Revenue Notes, Series 2019A-1, to be issued by the Authority pursuant to the Trust Indenture dated as of August 1, 2019. Any one or more of the foregoing restrictions set forth in this paragraph may be waived in writing by the Authority, by its Authorized Officer, in his or her sole and absolute discretion.

[Note: If a Purchaser of the Authority’s State Aid Revenue Notes, Series 2019A-__ requires particular provisions for determining the interest rate on the Notes or a default interest rate, such provisions will be modified, or added to, this Schedule I, as appropriate.]
EXHIBIT C

OFFICIAL NOTICE OF SALE

$_________

KALAMAZOO PUBLIC SCHOOLS

COUNTY OF KALAMAZOO

STATE OF MICHIGAN

STATE AID NOTES, SERIES 2019

SEALED BIDS for the purchase of the above notes will be received by the undersigned at the Board of Education Offices located at 1220 Howard Street, Kalamazoo, MI 49008, on _________, the ___ day of _____, 2019, until _____ .m., prevailing Eastern Time, at which time and place said bids will be publicly opened and read. Bids will be simultaneously opened and read at the offices of the Municipal Advisory Council, 535 Griswold, Suite 1850, Detroit, Michigan 48226 (the “MAC”). The award or rejection of bids will occur within twenty-four hours after the time of sale.

FAXED BIDS: Signed bids may be submitted by fax to the School District at fax number (___) __________, Attention: ____________, or to the MAC at fax number (313) 963-0943; provided that faxed bids must arrive before the time of sale, the bidder bears all risks of transmission failure and the GOOD FAITH DEPOSIT MUST BE MADE AND RECEIVED as described in the section entitled “GOOD FAITH” below.

ELECTRONIC BIDS: Electronic bids will also be received on the same date and until the same time by Bidcomp/Parity as agent of the undersigned. Further information about Bidcomp/Parity, including any fee charged, may be obtained from Bidcomp/Parity, Anthony Leyden or CLIENT SERVICES, 1359 Broadway, Second Floor, New York, New York 10018, (212) 849-5021. IF ANY PROVISION OF THIS NOTICE OF SALE SHALL CONFLICT WITH INFORMATION PROVIDED BY BIDCOMP/PARITY, AS THE APPROVED PROVIDER OF ELECTRONIC BIDDING SERVICES, THIS NOTICE SHALL CONTROL.

Bidders may choose any means to present bids but a bidder may not present a bid by more than one means.

NOTE DETAILS: The notes will be dated as of the date of delivery, will mature __________, 2020, and will bear interest at a rate or rates not exceeding 6% per annum fixed by the bids therefor. Interest upon the notes will be calculated on a 360-day year (30 day month). The notes will be issued in denominations of $1,000, $5,000, $100,000 or multiples or combinations thereof, designated by the original purchaser of the notes. Notes of this issue will not be subject to prior redemption. In submitting a bid for the notes, the bidder agrees to the representation of the School District by Miller, Canfield, Paddock and Stone, P.L.C., as note counsel.

BOOK-ENTRY ONLY: The notes may be issued in book-entry only form as one fully registered bond per maturity and may be registered in the name of Cede & Co., as noteholder and nominee for The Depository Trust Company (“DTC”), New York, New York. DTC will act as securities depository for the notes. Purchasers will not receive certificates representing their interest in notes purchased. It will be the

MILLER, CANFIELD, PADDOCK AND STONE, P.L.C.
responsibility of the purchaser to obtain DTC eligibility. Failure of the purchaser to obtain DTC eligibility shall not constitute cause for a failure or refusal by the purchaser to accept delivery of and pay for the notes.

**PAYING AGENT:** Both principal and interest shall be payable at a bank or trust company located in Michigan qualified to act as paying agent under State of Michigan or United States law, to be designated by the original purchaser of the notes.

**PURPOSE AND SECURITY:** The notes are issued for the purpose of payment of operating expenses of the School District, and are issued in anticipation of State School Aid to be appropriated and allocated to the School District for the fiscal year beginning July 1, 2019. The notes are full faith and credit obligations of the School District and are payable from tax levies or from unencumbered funds of the School District in the event of the unavailability or insufficiency of State School Aid for any reason. The School District does not have the power to levy taxes for the payment of the notes in excess of its constitutional and statutory tax rate limits. The rights or remedies of noteholders may be affected by bankruptcy, insolvency, fraudulent conveyance or other laws affecting creditors’ rights generally, now existing or hereafter enacted, and by the application of general principles of equity, including those relating to equitable subordination.

**ADDITIONAL NOTES:** The School District has reserved the right to issue additional notes of equal standing respecting the State School Aid pledged with the notes offered herein, subject to the limitations provided by law.

**TAX MATTERS:** In the opinion of Miller, Canfield, Paddock and Stone, P.L.C., note counsel, under existing law, assuming compliance with certain covenants, interest on the notes is excludable from gross income for federal income tax purposes as described in the opinion, and the notes and interest thereon are exempt from all taxation by the State of Michigan or by any taxing authority within the State of Michigan, except inheritance and estate taxes, taxes on gains realized from the sale, payment or other disposition thereof.

**[INSERT ISSUE PRICE PROVISIONS]**

**GOOD FAITH:** A good faith deposit in the form of a certified or cashier’s check drawn upon an incorporated bank or trust company, or wire transfer, in the amount of $______ payable to the order of the Treasurer of the School District will be required of the successful bidder. The successful bidder is required to submit its good faith deposit to the School District not later than Noon, prevailing Eastern Time, on the next business day following the sale. The good faith deposit will be applied to the purchase price of the notes. In the event the purchaser fails to honor its accepted bid, the good faith deposit will be retained by the School District. No interest shall be allowed on the good faith check. The good faith check of the successful bidder will be cashed and payment for the balance of the purchase price of the notes shall be made at the closing.

**AWARD OF NOTES-TRUE INTEREST COST:** The notes will be awarded to the bidder whose bid produces the lowest true interest cost determined in the following manner: The lowest true interest cost will be the single interest rate (compounded on __________, 20__ and semi-annually thereafter) on the notes from ______, 2019, in an amount equal to the bid price, excluding accrued interest.

**LEGAL OPINION:** Bids shall be conditioned upon the approving opinion of Miller, Canfield, Paddock and Stone, P.L.C., attorneys of Detroit, Michigan, a copy of which opinion will be furnished without expense to the purchaser of the notes at the delivery thereof. The fees of Miller, Canfield, Paddock and Stone, P.L.C., for service rendered in connection with such approving opinion are expected to be paid from note proceeds. Except to the extent necessary to issue its approving opinion as to validity of the above

MILLER, CANFIELD, PADDOCK AND STONE, P.L.C.
notes, Miller, Canfield, Paddock and Stone, P.L.C., has not been requested to examine or review and has not examined or reviewed any financial documents, statements or materials that have been or may be furnished in connection with the authorization, issuance or marketing of the notes, and accordingly will not express any opinion with respect to the accuracy or completeness of any such financial documents, statements or materials.

**INVESTMENT CERTIFICATE:** The initial purchaser of the Notes will execute a form of investment certificate certifying that the Notes have not been registered under any federal or state statute, that the Purchaser is familiar with federal statutes, rules and regulations and those of the State of Michigan relating to limitations and the public distribution of securities and will not make any sale or other distribution of the Notes in violation of such statutes, rules and regulations. The initial purchaser will certify that it is purchasing the Notes for its own account only and not with a view to resale or distribute and will not sell or re-offer the Notes until such time as either an official statement relating to the Notes has been prepared, to the extent it may be required under federal securities laws and regulations; or the subsequent purchaser of the Notes presents and executes an investment certificate in a form acceptable to note counsel.

**PRINTING AND DELIVERY OF NOTES:** The School District will furnish printed notes with legal opinion thereon at its expense. Notes will be delivered without expense to the purchaser through DTC in New York, New York, or such other place to be agreed upon. The School District will furnish the purchaser with the usual closing documents including a certificate that no litigation is pending affecting the right of the School District to issue the notes. Payment for the notes shall be made in Federal Reserve Funds.

**FURTHER INFORMATION** may be obtained from the _____________, __________, __________, Michigan _____, Telephone: (___) ________, Facsimile (___) ________.

**BIDDER CERTIFICATION: NOT “IRAN-LINKED BUSINESS”** By submitting a bid, the bidder shall be deemed to have certified that it is not an “Iran-Linked Business” as defined in Act 517 Michigan Public Acts of 2012, being MCL 129.311 et. seq.

**THE RIGHT IS RESERVED TO REJECT ANY OR ALL BIDS.**

**ENVELOPES** containing the bids should be plainly marked “Proposal for Notes”.

____________________________________
Secretary
Kalamazoo Public Schools
EXHIBIT D

NOTICE OF INTENDED CASH FLOW BORROWING

NOTICE IS HEREBY GIVEN that at the meeting of the Board of Education of the Kalamazoo Public Schools, County of Kalamazoo, State of Michigan (the “School District”), to be held on the 13th day of June, 2019, a decision will be made or discussed with respect to the issuance of the School District's proposed state aid notes that will be payable from state aid, but will also contain a limited tax full faith and credit pledge of the School District.

Jennie Hill
Secretary
Kalamazoo Public Schools

33733391.1106582-00055
REQUEST FOR PROPOSALS

for

SUPERINTENDENT
SEARCH CONSULTANT

Kalamazoo Public Schools
1220 Howard St, Kalamazoo MI 49008

Deadline for Receipt of Proposals: July 12, 2019 at 4:00 p.m.
REQUEST FOR PROPOSALS
SUPERINTENDENT SEARCH CONSULTANT

Invitation
The purpose of this Request for Proposal ("RFP") is to invite proposals for the selection of a search firm to assist the Kalamazoo Public Schools Board of Education (Board) in its recruitment of a new Superintendent.

The board seeks proposals from experienced and qualified search firms specializing in searches for administrators of educational organizations. The search firm will act under the direction of the board.

Key Dates
The anticipated schedule (subject to revision) is as follows:

2019

June 13  1. RFP to be voted on at Board of Education meeting.
         2. RFP to be posted on district’s website thereafter.

July 12  Deadline for receipt of proposals from search firms: 4 p.m. Eastern Time. See Section IV for additional details.

July-August  The three member Superintendent Search Committee reviews proposals in advance of first August board meeting.

August   Board Meeting - Recommendation by Superintendent Search Committee to board of, and vote by, board on search firm finalists. Finalists approved by the board will be invited to interview with the board at first September meeting.

September  Board Meeting - Presentations by search firm finalists and interviews.

September  Board Meeting - Selection of search firm by board (subject to successful negotiation thereafter of final contract and execution by search firm and district).

Further timelines to be developed in consultation with the search firm.
I. INFORMATION ABOUT KALAMAZOO PUBLIC SCHOOLS

The Kalamazoo Public Schools serve more than 13,000 students in an urban district within Kalamazoo County, population over 250,000. The district has 17 elementary schools, four middle schools, a middle school alternative learning program, two comprehensive high schools, two alternative high schools, and a countywide math and science center. The school district employs 1,900 full and part-time employees.

Students of the district benefit from The Kalamazoo Promise, an independent scholarship program offering free tuition to graduating KPS students pursuing post-secondary education at in-state public universities and colleges and many in-state private colleges. See www.kalamazoopromise.com for more information.

The Kalamazoo Public Schools are governed by a seven-member board of education. Members are publicly elected to six-year terms. The board of education is primarily responsible for setting policy, adopting operating and capital budgets, establishing and monitoring long-term board goals, and hiring the superintendent.

The superintendent, who acts as the chief executive officer of the school district, is responsible to the board for carrying out district policy, administering the operation of the district and schools, supervising district personnel, and advising the board on all educational matters for the welfare and interest of the students.

Please visit the Kalamazoo Public Schools website at www.kalamazoopublicschools.com for more information about the school district.

II. SCOPE OF SERVICES

Under the direction of the board, the search firm shall fulfill the following Scope of Services:

1. Provide an outline of recommendations for the search process and work with the superintendent search committee and the board to implement a search process including, but not limited to, development of a plan and timeline for recruitment, selection and communications;

2. Meet with board members to clarify and determine views regarding desirable qualifications, experience, and characteristics of candidates;

3. Engage the community, staff, students, and other stakeholders to develop a profile of the desired qualities of the next superintendent;

4. Prepare a position description;

5. Identify qualified candidates and share with those candidates the district’s characteristics and the board’s criteria for the new superintendent, and encourage qualified internal and external candidates to apply;

6. Conduct all aspects of advertising, solicitation of candidate applications, and
background screening of top candidates in accordance with applicable laws (for purposes of assessing validation of qualifications, professional and personal reputation);

7. Facilitate input and prepare summaries from and conversations with staff, students, parents, the community, and stakeholders throughout the search process;

8. Assist superintendent search committee and board as requested with assessment of pool of initial responses received from interested candidates; and

9. Assist board as requested in further review and identification of highest qualified candidates and facilitate requests for additional information from candidates and references.

III. REQUIRED CONTENTS OF PROPOSALS

The proposal shall contain, at a minimum, the following information under the following sections organized in the order given below. Search firms may use a format of their choosing within the sections. Any proposal not containing the required information may be eliminated from further consideration.

A. Firm Profile

1. A description of search firm history and firm philosophy;

2. Qualifications and experience relevant to this scope of work;

3. Key attributes or differentiators that make your firm the most qualified to conduct this search;

4. Each of the items listed in the scope of services, including the methodology used by the firm to fulfill these services;

5. Proposed timeline of search;

6. Key personnel to be assigned to this search, including resumes;

7. Does your firm maintains a database or pool of candidates who have indicated they seek new positions? If so, describe what your firm does to find potential candidates who are not in your database or pool;

8. List of superintendent searches conducted by your search firm within the last two (2) years, including the name of the school district, the name and previous position of the candidate selected through the search, and if the candidate is presently serving in the same position. If the candidate selected is no longer serving in the same position, state the length of time he or she remained in that position;
9. Your process for background checks and screening of applicants;

10. A list of references and contact information and at least three letters of reference from board member clients from three different school districts for whom you have provided services in the last five (5) years. Do not include superintendents who have been placed through your firm’s services;

11. Are there any current legal claims pending against your firm? Have there been any legal claims filed by a school district against your firm in the past 10 years? Has full or partial payment been withheld by a school district within the last 10 years? If yes to any of these, provide details;

12. Is your firm familiar with the Michigan open meetings and public records laws and the application of these laws to the district’s search process; and

13. Is your firm, owners, and/or any member of your professional staff involved in any pending complaint or litigation regarding professional misconduct, discrimination, or sexual or other unlawful harassment? If yes, provide details. If there is no such pending complaint or litigation, has such a complaint or litigation been filed at any time within the last 5 years? If yes, provide details.

B. Proposed search plan. Provide the methodology your firm uses to initiate and carry out a search. The narrative should address search activities including, without limitation:

1. How you propose to communicate and work with a seven-member elected board;

2. Your experience in effective community engagement both in terms of collecting information from the public to develop the initial position qualifications and evaluation criteria and in providing a meaningful way to generate and receive public input in the desirable qualities of candidates;

3. Examples of your community engagement materials, and a description of the “deliverables” for community engagement that the board could choose to utilize;

4. What you see as the major challenges to a successful superintendent search and how you would address them; and

5. What information, services and assistance you will require from the board and district staff to enable you to conduct the search.

C. Describe and itemize the anticipated fee structure of this search.

1. Detail the firm’s fee structure proposed for this work. Include the manner that fees would be calculated and expense reimbursements that would be charged to the district.
2. Describe the manner in which additional services requested by the district would be charged.

3. Provide an estimate, based upon the firm’s proposed fee structure, for the total cost to the district. This amount is an estimate only and will not be considered a bid or guarantee of the amount to be paid by the district. The amount to be charged will be subject to completed negotiations between the district and the successful firm and a signed contract.

4. Describe the terms of any guarantee that your firm provides concerning selection, placement, and minimum period of retention of a superintendent, including circumstances under which an additional search is conducted at no additional or at partial charge.

IV. PROPOSAL SUBMISSION FORMAT AND INSTRUCTIONS

One original written proposal with seven copies and one electronic version (downloaded on flash drive) must be delivered via mail delivery or hand delivery in a sealed and marked envelope (“Response to RFP for Search Firm Services”) to:

Superintendent Search Committee  
Kalamazoo Public Schools  
1220 Howard St., Kalamazoo MI 49008

Any proposal may be withdrawn and may be re-submitted prior to the deadline for receipt of proposals.

The deadline for receipt is 4:00 p.m. on July 12, 2019 (the “Closing Date”). Proposals received after that time will not be opened and will be returned to the submitter.

Neither the issuance of this request for proposals, nor the receipt and evaluation of any proposal, commits the board to enter into any contract.

Public Record
After the closing date, submissions received in response to this RFP shall be public records, and shall not be considered proprietary or confidential. Your submission is not private after the deadline for proposals.

V. REVIEW BY SEARCH COMMITTEE AND RECOMMENDATION OF FINALISTS TO BOARD

The superintendent search committee will evaluate each search firm’s qualifications, experience, resources, and references based on the proposals submitted and any other information that the committee may independently develop. The committee will develop a list of firms to recommend as finalists to the board of education.
A current financial statement may be requested from any search firm as evidence of the firm’s financial stability.

Evaluation Criteria
The superintendent search committee will consider the following criteria, plus such other criteria as it deems relevant, to make its recommendation of finalists to the board.

1. Relevant qualifications of the firm’s personnel based on education and experience;
2. Compliance with the requirements of this RFP and quality of responses;
3. Experience and reputation of the firm and personnel in the performance of similar consulting services;
4. The track record of the firm in successful placement of candidates vs. unsuccessful placement (including superintendents leaving duties within two years of placement);
5. The success of the firm in placing candidates who are not within the firm’s existing database/pool;
6. Availability of firm resources to meet the schedule and project requirements;
7. Information supplied by references as well as information learned from persons not listed as references; and
8. Fee structure and cost estimates for services and expenses, with consideration that pricing is not necessarily reflective of the overall value to the district nor will the proposal containing the lowest price necessarily serve the best interests of the district to select a qualified and responsible search firm.

VI. PRESENTATIONS BY SEARCH FIRM FINALISTS TO THE BOARD AND SELECTION

Finalist search firms approved by the board will be invited to interview with, and make a presentation to, the board.

Any presentation materials that will be distributed or shown at the presentation by a search firm must be submitted in advance to the Office of the Superintendent not later than 4:00 p.m. on the day before the interview. “Materials” include any handouts for the board and PowerPoint files to be presented. Finalists must provide eight (8) copies for the board and twenty (20) copies for the general public.

At the board meeting following completion of all search firm interviews, the selection of a search firm will be placed on the agenda and a vote will be taken by the board to select the
search firm that the board determines is best suited to meet the needs of the district based on
information provided at the interviews as well as the evaluation criteria listed in Part V above.

VII. CONTACT INFORMATION

Address questions relating to this RFP to Ms. Patti Sholler-Barber, Board President,
Kalamazoo Public Schools, by e-mail: pshollerbarber@gmail.com

To maintain the highest ethical standards, after the issuance date of this RFP and prior to the
deadline for submission of proposals, search firm representatives are not permitted to contact
individual board members or any district staff member (other than identified above) to discuss
questions about this RFP or to seek to gain additional information. Failure to adhere to this
requirement may result in disqualification from further consideration of the search firm.

VIII. GENERAL REQUIREMENTS

The following terms and conditions will be part of any contract between the district and the
selected search firm ultimately selected by the board. By submitting a proposal, the search
firm agrees that the contract between the parties shall contain, but not be limited to, these
general provisions:

A. Professionalism

Search firm shall provide qualified staff to the satisfaction of the Board of Education
who shall perform their duties in a highly professional and timely manner in
accordance with the requirements of the agreed upon services schedule and with all
applicable state laws and regulations.

B. Invoicing

Invoices will itemize charges and will provide reasonable detail of the services that
were performed. No separate charges shall be made to the district for routine expenses
such as travel in the metropolitan area, cellular phone charges, photocopying charges,
computer usage, equipment rental or postage.

C. Termination

If the board is unsatisfied with the firm’s work, it will bring the area (s) of
dissatisfaction to the attention of the firm, which will have the opportunity to correct
the issue (s). If uncorrected, the board shall have the right to terminate the contract,
without penalty, with the search firm at any time. In that event, search firm will be paid
only for services rendered, and out-of-pocket expenses incurred, through the
termination date. In such event, a detailed (time and money) itemized final statement of
work performed by search firm up through the date of termination by the board shall be
provided by the search firm.
D. **Indemnification**

Search firm shall hold the district, its board of education, and its individual employees harmless, and shall fully indemnify and defend said persons and entity, from all loss, damages, claims for damages and/or judgments for personal injuries, including death, to any person, costs or expenses in law or equity arising out of or in any way resulting from or arising out of the provision of its services.

E. **Civil Rights**

Search firm agrees to comply with all applicable requirements of federal, state, and local laws, ordinances, and regulations regarding non-discrimination in employment.

F. **Force Majeure**

The parties shall be excused from performance hereunder during the time and to the extent that they are prevented from performing in the customary manner if 1) nonperformance is due to extraordinary weather (not including any weather condition which is not severe enough to warrant the closing of district schools), fire, strike, loss of transportation facilities, lockout, unavailability or commandeering of materials, products, plants or facilities by the government or rationing or limitation of use of materials or products; and 2) nonperformance is not due, in whole or in part, to the fault or neglect of the party not performing.

G. **Savings Clause**

Search firm and district shall agree that in the event any provisions specified in the contract are finally held or determined to be illegal or void as being in contravention of any applicable law, the remainder of the contract shall remain in full force and effect.

H. **Exclusion Of Persons With Certain Criminal Records And Criminal Background Check**

Search firm will be required to agree that it shall not assign any person to perform services to the district who has a criminal record of a serious nature, including but not limited to any of the following crimes, regardless of the length of time since conviction: (a) any felony; (b) rape, including statutory rape, or any other sexual assault; (c) sexual conduct with a minor of any kind; (d) abuse of a minor or any protected person; (e) endangerment of a child or debauching a minor; (f) public indecency; (g) prostitution, pandering, or keeping a place of prostitution; (h) assault or battery; (i) kidnapping, false imprisonment or abduction; (j) child pornography; or (k) any offense in which a minor was a victim or a witness. Contractor shall be required to obtain any authorization or consent necessary from its employees to obtain background check information to assure compliance with this requirement and shall actively continue to adhere to this requirement throughout the contract period.
I. Assignment

The services contemplated by the district are deemed to be in the nature of personal services and the contract shall not be assigned in whole or in part by the search firm without the prior written consent of the district.

IX. REQUIRED STATEMENT BY SUBMITTER

Please include a signed copy of this statement with your RFP response:

[Search Firm] has read and understands the conditions set forth in this RFP and agrees to them without exception.

[Search Firm] understands that nothing in this RFP shall obligate the Board of Education to ultimately select any of the search firms submitting proposals nor to enter into any contract with any person or firm.

[Search Firm] agrees that if it is selected to provide professional services, a contract will be prepared by the district between the parties shall contain, but not be limited to, the provisions and requirements contained in this RFP.

Name

Company

Date

Neither the issuance of this request for proposals, nor the receipt and evaluation of any proposal, commits the Board to enter into any contract.

The board reserves the right to reject all proposals received in response to this RFP.
June 19, 2018

MEETING ANNOUNCEMENT FOR THE KALAMAZOO PUBLIC SCHOOLS BOARD OF EDUCATION

A regular meeting of the Board of Education of the Kalamazoo Public Schools will be held on Thursday, June 27, 2019 at 7:00 p.m. in the Board Room of the Administration Building, 1220 Howard Street, Kalamazoo, MI 49008.

KALAMAZOO PUBLIC SCHOOLS

Jennie Hill, Secretary
Board of Education

Please contact the Superintendent’s Office in advance of the meeting if auxiliary aids or services for individuals with disabilities are needed.

Official minutes of Kalamazoo Public Schools Board of Education open meetings are available for inspection within eight working days of the meeting at the Superintendent’s Office, 1220 Howard Street, Kalamazoo, MI 49008.
KALAMAZOO PUBLIC SCHOOLS
Board of Education Meeting
1220 Howard Street
June 27, 2019 – 7:00 P.M.

AGENDA
Amended 6-27-19

I. Call to Order

II. Pledge of Allegiance

III. Attendance

IV. Announcements and Recognitions

V. Committee Reports/School Reports

VI. Correspondence

VII. Consent Calendar Items
   A. Minutes
      June 13, 2019 Special Meeting Minutes
      June 13, 2019 Regular Meeting Minutes
      June 13, 2019 Closed Meeting Minutes
   B. Business and Financial Reports
   C. Personnel Items
      Personnel Changes
   D. Other

VIII. Persons Requesting to Address the Board (3 minutes individual limit)

IX. Reports and Recommendations
   A. Approval of Employee Association Agreements
   B. Administrative Recommendation – Principal of Dr. Martin Luther King, Jr. in Westwood Elementary School
   C. Administrative Recommendation – Principal of Northglade Montessori Magnet School

X. Other Business

XI. Comments by Trustees/Superintendent

XII. Closed Session (if needed)

XIII. Next Regular Board of Education Meeting: Thursday, July 11, 2019
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, Jennie Hill, Jermaine Jackson, Tandy Moore, Jason Morris, and Patti Sholler-Barber. Absent: TiAnna Harrison. Superintendent Dr. Michael Rice was also present.

President Sholler-Barber explained that Michigan law requires that a hearing be held before the board takes action on the 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 2019-2020 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 13, 2019 regular Board of Education meeting to order at 6:59 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, Jermaine Jackson, Tandy Moore, Jason Morris, and Patti Sholler-Barber. Superintendent Dr. Michael Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee presented Linden Grove Middle School turnaround students: Jason Pullins Jr., Frederick Slater, and Matthew Warren, seventh grade; Asiana Brown, Tra’Laun Mason (unable to attend), and Corey Perry, eighth grade; and Escobar Gaines, ninth grade.

Also in attendance and introduced by Mr. Lee was Craig McCane, Linden Grove Middle School principal. The students’ parents and family members in the audience were also recognized.

V. Committee Reports
Superintendent Search Committee – Trustee Harrison, representative, stated that the committee had met on June 3 and had discussed putting together a Request for Proposals (RFP) for a superintendent search consultant. She noted that the RFP was included in tonight’s board packet. Trustee Harrison stated that the committee looked forward to receiving proposals back from potential search consultants.

President Sholler-Barber noted that there would be opportunities for community input once a search consultant firm was selected.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of May 24 through June 13, 2019. (File #22.)

MOTION: Moved by Trustee Hill, supported by Trustee Moore, to close entry of correspondence on the board correspondence log at noon on Board of Education meeting days. Correspondence received after noon will be posted on the following board meeting correspondence log.

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

MOTION: Moved by Trustee Morris, supported by Trustee Hill, to approve the amended consent calendar to include May 14 Evaluation Committee Meeting Minutes.

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

Deputy Superintendent for Business, Communications and Operations Gary Start reviewed the purchase recommendations:

- 2019-29 in the amount of $234,405.61 from the Food Service Fund for the renewal of food service management services for the 2019-20 school year.
- 2019-30 in the amount of $26,885.00 from the 2018 bond for the purchase of corridor flooring at the Middle School Alternative Learning Program.
- 2019-31 in the amount of $548,617.00 ($309,133.00 from the Michigan State Police Competitive School Safety Program and $239,484.00 from the 2018 bond) for the purchase of a districtwide digital radio system.

MOTION: Implied to approve the consent calendar as presented.

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

Board discussion:
Mr. Start stated that the districtwide radio system would integrate the KPS radio system throughout all schools and buses. He noted that communication was critical in a crisis situation and that this was one more step in making KPS safer.

Trustee Hill thanked the administration and staff for all of the hard work that it had taken to apply for this competitive grant.

Trustee Harrison echoed Trustee Hill’s comments and thanked the administrative team for their hard work behind the scenes.

Trustee Jackson noted that the security camera systems were very thorough at the high schools. He stated that this system allowed staff to be able to see areas where students and visitors were throughout the buildings.

Chief of Security Don Webster stated that this grant would allow KPS to communicate districtwide. He noted that that this new system would allow KPS to change from an existing analog system to a digital communication system. Chief Webster stated that KPS would have direct communication with public safety as well as all KPS schools and buses.

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.

Laura Keiser, 106 Sabin Street, Kalamazoo, introduced herself as the mother of a daughter who had been assaulted at Northglade Montessori. She stated that she wanted to address safety in KPS schools. Ms. Keiser noted that cameras would not protect our children without proper training of personnel behind the cameras.

Kevin Wordelman, 301 Sabin Street, Kalamazoo, introduced himself as the parent of a student at Northglade. He noted that the communication to parents after the assault on a student was a robocall. Mr. Wordelman stated that this is a good system but not for a serious situation like this assault. He explained that parents needed more information and that the robocall gave a false impression that this was a minor issue.

Todd Urness, 106 Sabin Street, Kalamazoo, introduced himself as the father of the student who had been assaulted at Northglade. He explained that KPS leadership needed to accept responsibility for these sorts of issues and to become more pro-active by acknowledging the problem, offering support, and communicating to all people who are involved. Mr. Urness stated that KPS needed to provide more support to students after stress and trauma in their building.

Mollie Peterson, 917 Lane Avenue, Kalamazoo, stated that she wanted to advocate for the continuation of recognizing turnaround students under the new superintendent. She shared that this recognition may be a child’s first support that they receive through school. Ms. Peterson shared that not all students live in conditions that are conducive to learning and that we as a community need to support them.

Brionne Fonville, Kalamazoo, introduced herself as a community member. She shared her experience of a recent lockdown at Northglade in a CIS after-school program. Ms. Fonville stated that she and her colleagues were informed that someone in a ski mask was armed outside the school, and told to shut the doors, not let anyone in or out, and to wait for more information. She asked that KPS work with CIS to improve on safety procedures so that everyone is safe during and after school.

Sarah Davis, 501 South Eighth Street, Kalamazoo, introduced herself as a parent of four students at Northglade. She stated that within one week at Northglade, there had been two lockdowns and an incident where a student was assaulted. Ms. Davis noted that she was with her children at an after-school program during one of the lockdowns and that it had been terrifying to not know why they were in lockdown. She stated that there needed to be some better way to communicate with people in the building under these circumstances.

IX. Reports and Recommendations
   A. 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 $14,090,000 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. Mr. Start stated
that this change in state disbursement had adversely affected districts across the state. He noted that it cost KPS $250,000 last year in interest and issuance costs.

**MOTION:** Moved by Trustee Harrison, supported by Trustee Greschak, to approve the Resolution for Issuance of Notes.

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

**Board discussion:**
Trustee Harrison asked why the state did it this way.

Mr. Start explained that it was a way to improve cash flow for the state of Michigan.

President Sholler-Barber noted that KPS could have used that interest payment of $250,000 to hire two more teachers in the district.

**B. Millage Resolution**
Deputy Superintendent Start read the recommendation that the board authorize collection of 17.8489 non-homestead mills and 8.20 debt retirement mills in the winter levy. He noted that this rate is reduced to 17.8489 for 2019-20 as a result of a Headlee millage rollback of 0.1511 mills. The 2019-20 recommended rate is 0.0215 mills lower than the 2018-19 rate. 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 bond issue.

**MOTION:** Moved by Trustee Morris, supported by Trustee Hill, to approve the Millage Resolution.

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

**Board discussion:**
Trustee Greschak stated that we revisit this every year and that he wanted to make it clear that KPS was not passing a new millage.

**C. 2019-2020 Preliminary Budget Report**
Deputy Superintendent for Business, Communications and Operations Gary Start and Business Manager Laura Kayser 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. He noted that he would be talking about some key school finance adequacy studies as well.

**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.

**Michigan School Finance at the Crossroads Study (MSU/David Arsen Study)**
- Michigan ranked 50th out of 50 states in inflation-adjusted total school revenue growth from 1995 to 2015;
- During this period, Michigan’s inflation-adjusted total school revenue declined by 18 percent;
• Only one other state in the country had any decline at all in its inflation-adjusted total school revenue growth during this period;
• The most significant source of revenue is a per student foundation allowance; and
• 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 the growth in per pupil foundation revenue and inflation
• Since 2005-06, inflation increased by 30.85 percent, while the KPS foundation allowance had only increased by 9.57 percent, a difference of more than 21 percent.

**Per Pupil Foundation Revenue (Incl. Small Class Size) Compared to Inflation**
*(Cumulative Change)*
*Kalamazoo Public Schools*

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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>
<th>$9,590</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base</td>
<td></td>
</tr>
<tr>
<td>Size Adjustment</td>
<td>Adjusted by Formula</td>
</tr>
<tr>
<td>Poverty Weight</td>
<td>0.35</td>
</tr>
</tbody>
</table>

**ELL**

| WIDA 1-2                      | 0.70   |
| WIDA 3-4                      | 0.50   |
| WIDA 5-6/FELS                 | 0.35   |

**Special Education**

| Mild                          | 0.70   |
| Moderate                      | 1.15   |

**Severe**

| State Reimbursement            | 14,155 |
| Isolation                      | 0.04   |

• 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 base, 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 base, approximately $6,800. A student with a WIDA level 3-4, 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 base, approximately $3,000 more for their 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 a moderately handicapped student, 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 funding.

- 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. The SFRC would fund all three-year olds and four-year olds. Currently, the state’s Great Start Readiness Program funds a portion of the state’s four-olds.

- 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.

- If approved, the governor’s budget recommendation would begin a movement toward the implementation of SFRC budget recommendations.

**District Expenditures**

- School districts, including KPS, are heavily employee intensive. 2018-19 budgetary general fund expenditures were 83 percent for employee salary and benefits; 7 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 Bulletin 1014 each year. For 2017-18, this bulletin reported:

| Instruction and Instructional Support Costs as a Percentage of General Fund Costs | KPS – 73%  
|                                                                               | Statewide – 71%  
|                                                                               | Other Kalamazoo County districts – 70%  
|                                                                               | Kalamazoo County charter schools – 54%  
| Business and Administration Costs as a Percentage of General Fund Costs       | KPS – 11.1%  
|                                                                               | Statewide – 12.5%  
|                                                                               | Other Kalamazoo County districts – 11.6%  
|                                                                               | Kalamazoo County charter schools – 23.5%  
| Operation and Maintenance Costs as a Percentage of General Fund Costs         | KPS – 9.3%  
|                                                                               | Statewide – 9.3%  
|                                                                               | Other Kalamazoo County districts – 8.3%  
|                                                                               | Kalamazoo County charter schools – 17.8%  

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.
The Budget Process

- The budget is not an event; it is a process.
- Information is gathered all year long, and the process intensifies in the last six months of the year.
- The budget adopted by the end of the fiscal year (June 30) and establishes a plan for allocating resources for the following fiscal year.
- During the year, the plan is modified as needed.

Information Gathering

- Specific budget information-gathering opportunities for 2019-20:
  - Teacher Advisory Council (TAC);
  - Parent Advisory Council (PAC);
  - Union leadership meeting with MEA groups and UAW administrators;
  - Senior leadership; and
  - Board operations committee.
- Examples of other budget input opportunities:
  - Board of Education meetings;
  - Instructional leadership meetings;
  - communications with outside organizations such as the Middle Cities Education Association, the Michigan Association of School Boards, the Michigan Association of School Administrators, and Michigan School Business Officials;
  - meetings with union representatives; and
  - meetings and conversations on various topics throughout the district and year.
2019-20 Budgetary General Fund forecast

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Projected excess of 2018-19 revenue over expenditures</td>
<td>$160,000</td>
</tr>
<tr>
<td>One-time 2018-19 science resource purchase</td>
<td>$670,000</td>
</tr>
<tr>
<td>Operating surplus carried forward to 2019-20</td>
<td>$830,000</td>
</tr>
<tr>
<td>Additional foundation allowance revenue (200)</td>
<td>$2,560,000</td>
</tr>
<tr>
<td>Enrollment increase (18 students)</td>
<td>$150,000</td>
</tr>
<tr>
<td>Additional enhancement millage revenue</td>
<td>$150,000</td>
</tr>
<tr>
<td>Additional special education revenue</td>
<td>$300,000</td>
</tr>
<tr>
<td>Additional teacher needed for increased enrollment</td>
<td>$(100,000)</td>
</tr>
<tr>
<td>Increase in health insurance cost (3%)</td>
<td>$(410,000)</td>
</tr>
<tr>
<td>Attrition savings (1%)</td>
<td>$900,000</td>
</tr>
<tr>
<td>Available for budget increase recommendations</td>
<td>$4,380,000</td>
</tr>
</tbody>
</table>

**Budget Increase Recommendations**

- **Teaching Positions:**
  - Additional special education teacher, $100,000.
  - Four additional teachers to begin the process of strategically reducing class sizes throughout the district, $400,000.
  - One teaching position added in the forecast as a result of the projected enrollment increase ($100,000).
  - Two Reading Recovery teachers funded through grant funds.

- **Professional Development:**
  - Two additional professional development days, $520,000.

- **Other recommendations:**
  - Expansion of Move this World from Lincoln and Edison to add Greenwood, Prairie Ridge, Northeastern, Woods Lake, and Spring Valley, $23,000.
  - Base education social emotional learning pilot at Milwood Magnet School and the Middle School Alternative Learning Program, $13,000.
  - Restorative re-entry coach at the elementary school level, $70,000.
  - Additional full day PEEP classroom, $23,000.
  - Clinical Social Worker, $100,000.
  - NoRedInk online writing tool at the secondary level, $50,000.
  - Two additional Lift Up Through Literacy sites to include Milwood Community Church and El Concilio Kalamazoo, $40,000.

- **Compensation:**
  - 3.4% increase in salaries by employee group, including steps and base pay increases, together with the applicable FICA and retirement costs. It should be noted that most salary increases must be negotiated and cannot be unilaterally determined, $3,041,000.
  - Total budget increase recommendations, $4,380,000.

**MOTION:** Moved by Trustee Moore, supported by Trustee Morris, to take a three-minute recess at 8:17 p.m.

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

President Scholler-Barber called the meeting back to order at 8:20 p.m.
Deputy Superintendent of Business, Communications, and Operations Gary Start read the recommendation for the adoption of the 2019-20 preliminary budget and the 2018-19 close estimate budget.

**MOTION:** Moved by Trustee Morris, supported by Trustee Greschak and Trustee Jackson, to accept the Adoption of the 2019-20 Preliminary Budget and 2018-19 Close Estimate Budget.

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

**Board discussion:**
Trustee Hill asked Mr. Start where curriculum costs are in this budget and what a fund balance is.

Mr. Start noted that curriculum expenses are considered other expenditures. He explained that our generous community has passed bonds so that KPS does not have to use money from the general budget for building maintenance expenses.

Mr. Start stated that a fund balance is what the district has left financially at the end of a year. He explained that the state of Michigan has very strict controls on school fund balances. Mr. Start noted that the state monitors all districts very closely and that if you are under 5% in fund balance, you become under tight state control. He noted that KPS remains at approximately 8%.

Trustee Greschak stated that KPS is a $151,600,000 business with 26 schools, 2,000 full and part-time staff, and 13,000 students. He noted that this is a very complicated business and that he appreciated the amount of effort and work that it takes to consistently do a great job. Trustee Greschak congratulated Mr. Start and Ms. Kayser for this budget report.

Trustee Morris thanked Mr. Start and Ms. Kayser for their explanation of the budget in earlier small budget meetings. He noted that a clinical social worker would be a key addition in this district. He asked Mr. Start if the clinical social worker would be housed in one school or deployed to multiple buildings as needed.

Mr. Start stated that the clinical social worker would be deployed to different buildings as needed.

Trustee Moore asked Mr. Start about the restorative re-entry coach. She noted that the role of a restorative re-entry coach could be very impactful in KPS. Ms. Moore asked about the salary range and if the role of this re-entry coach would be to help elementary students transition from chronic absences or suspension back into school. She asked if this role would overlap with home support and behavior specialists and how we would measure the effectiveness of this role.

Mr. Start stated that the salary range would be around $40,000 to $45,000. He noted that this position would provide additional services to the schools.

Trustee Harrison asked Mr. Start about some of the items under other recommendations. She asked for more information on the expansion of the Move This World program and the Base Education pilot at The Milwood Magnet School: A Center for Math, Science and Technology and at the Middle School Alternative Learning Program.

Director of Student Services Ms. Nkenge Bergan stated that Move This World and Base Education are both social emotional learning programs for schools. She noted that the Move This World
program was a mindfulness program that teaches strategies to students so that when they find themselves in a situation that’s difficult, they have some tools with which to deal appropriately. Ms. Bergan shared that Base Education is a module program that KPS is looking to place at two of its middle schools. Ms. Bergan explained that when children have specific issues such as truancy, tardiness, depression, sadness, these online modules, written by professional therapists, give students an opportunity to read some information and respond on the computer. She noted that this process gets the child thinking. The child’s writing would be shared with the teacher leader who would then communicate with the student.

Trustee Harrison stated that she was very excited to see these programs. She noted that they would have a large effect on our students.

President Sholler-Barber stated that she had attended a trauma workshop hosted by Western Michigan University and the United Way. She noted that several items in this budget address the kinds of trauma that our students experience. President Sholler-Barber asked that some of the professional development cover some of the information presented at the workshop.

President Sholler-Barber thanked Gary Start, Laura Kayser, and the board for this budget. She thanked them for the presentation and for keeping KPS financially stable.

D. Request for Proposals for Superintendent Search Consultant
President Sholler-Barber stated that the board had seen a copy of the Request for Proposals (RFP) for a superintendent search consultant and asked for a motion to accept this RFP.

MOTION: Moved by Trustee Harrison, supported by Trustee Hill, to accept the Request for Proposals for Superintendent Search Consultant.

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

Board discussion:
Trustee Greschak stated that President Sholler-Barber, Trustee Harrison, and he had been appointed to develop the template for a superintendent search consultant. He noted that the committee had looked at models of RFPs from other districts and had focused on those RFPs that were looking for public input. Trustee Greschak was hopeful that the board would approve this document and release it to search firms.

Trustee Harrison stated that she wanted it to be clear that the board wanted the community to be a part of this process.

Trustee Moore stated that she appreciated the emphasis on community involvement. She noted that in the event that the search firm the board ultimately selects has a strategy that isn’t complete for our district, she wanted to be sure that the board would take on the work from that search firm.

President Sholler-Barber stated that the board needs to be very careful in their selection of a search firm. She noted that if we are paying money for that search firm that it should deliver to us what we need. President Sholler-Barber explained that if we are not happy with its work, the board would communicate our concerns to the firm and give them an opportunity to correct any issues.

Trustee Greschak stated that all trustees need to be available to talk with search firms. He noted that it was an important job. Trustee Greschak explained that the search firms would have the opportunity to present to the board and community at a public meeting.
Trustee Hill asked if the search firm would guide us through setting up the community forums.

President Sholler-Barber stated that the firm would guide the board all the way through to the hiring of a new superintendent. She asked Communications Director Alex Lee to put the RFP on the KPS website for community access.

President Sholler-Barber thanked Trustee Greschak. She also thanked KPS attorney Marshall Grate for his review of the document.

**X. Other Business**

None.

**XI. Comments by Trustees**

Trustee Moore thanked the parents and community members that had spoken at tonight’s meeting. She noted that she was a KPS parent of five children and that the district robocalls were alarming. Trustee Moore stated that KPS needs to re-train staff on safety and security protocol, identify where there might be holes, and make sure that everyone is on board with the same process. She stated that KPS also needed to look at how to improve communication with its families. Trustee Moore explained that robocalls go out early to provide immediate notification to let people know what happened. She stated that KPS needs to then follow-up with more information in the aftermath of an incident. Trustee Moore noted that KPS needs to acknowledge that it made a mistake and take accountability for that mistake. She noted that when everyone is trying to fix the issue, we skip past the part of hearing our families.

Trustee Morris stated how sorry he was to Ms. Keiser and Mr. Urness for what had happened to their daughter. He shared that KPS can do better.

Trustee Harrison stated that not one trustee wanted a false illusion of safety in our schools. She noted that KPS can do better at communicating with parents. Trustee Harrison stated that she looked forward to helping parents feel supported.

Trustee Jackson echoed board members on safety of students. He noted that he is also a KPS parent and agreed that it was alarming to receive these robocalls.

Trustee Hill thanked the parents for coming forward at tonight’s meeting. She noted that graduation week had been wonderful and that graduation rates were up. Trustee Hill reminded parents to get out and vote. She stated that she had registered 85 students to vote at the Loy Norrix and Kalamazoo Central graduation practices. Trustee Hill thanked the League of Women Voters for its partnership.

Trustee Greschak stated that he supported the comments of board members regarding the safety of students. He noted that he was confident that the district did what it needed to do with the incident at Northglade; however, he felt we could do better with the communication to parents. Trustee Greschak stated to Ms. Keiser and Mr. Urness that he was very sorry that something like this had happened to their child.
Trustee Jackson stated that he had watched the graduation ceremonies on social media and was excited to see all of these students moving on to the next chapter of their lives. He congratulated the Kalamazoo Central Mock Trial Team on their participation at the national competition.

Trustee Jackson shared that the Kalamazoo Public Library would be celebrating the Life and Legacy of Ms. Alma H. Powell on Saturday, June 22 at 2:00 p.m. at the Alma Powell Branch Library. He thanked Mandy Clearwaters for hosting an art exhibit at the Powell Branch Library.

Trustee Morris stated that he had attended the Kalamazoo Innovative Learning Program, Kalamazoo Central High School, and Loy Norrix High School graduations. He noted how impressed he was with the student’s responses on where they would be going after graduation.

Patti Sholler-Barber stated that this month’s *Excelsior* was a guide on how to spend your summer and thanked Alex Lee and Linda Mah for their work on that issue. She noted that the graduations and moving up ceremonies had been wonderful. President Sholler-Barber shared that there had been a huge effort to celebrate the eighth graders and their graduations.

President Sholler-Barber stated that she was confident that KPS staff had reached out to families on the Northglade incident and that it had been a traumatic experience. She noted that KPS was dedicated to providing safer vestibules, better cameras, better radios, and better training.

XII. **Closed Session (if needed)**  
President Sholler-Barber called for a closed session and adjourned the meeting at 9:19 p.m. to consider material subject to attorney client privilege to review a written legal opinion. She read the following into the record:

> Pursuant to section 8(h) of the Open Meetings Act, MCL 15.268(h), a public body may meet in closed session to consider material exempt from discussion or disclosure by state or federal statute, and under MCL 15.243(l)(g), information or records subject to attorney-client privilege are confidential and exempt from public disclosure. Accordingly, as Board President, I move that the Board convene in closed session to review a written legal opinion of counsel Clark Hill PLC, which written legal opinion is exempt from disclosure as privileged and confidential documents pursuant to the attorney-client privilege.

**MOTION:** Moved by Trustee Sholler-Barber, supported by Trustee Jackson, to move into closed session to discuss a written legal opinion.

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

The regular meeting reconvened at 9:42 p.m.

Trustee Morris read the following resolution into the minutes:

**Appointment of Interim Superintendent**

> WHEREAS, on May 7, 2019, the Michigan State Board of Education voted to appoint Superintendent Dr. Michael F. Rice as Michigan’s next state superintendent;
WHEREAS, to allow for sufficient time to conduct a thorough search and evaluation of potential candidates and to appoint a permanent replacement as superintendent of Kalamazoo Public Schools, the board has decided to appoint an interim superintendent to serve until a permanent superintendent is named and appointed by the board;

NOW, THEREFORE:

IT IS RESOLVED, that this Board of Education hereby appoints current Deputy Superintendent Gary L. Start as the interim superintendent to serve from the time that current Superintendent Dr. Michael Rice departs the district until a permanent replacement superintendent is named and appointed by the board.

IT IS FURTHER RESOLVED, that the interim superintendent’s salary shall be at an annual rate of $200,000, which will be prorated for the time that Deputy Superintendent Gary L. Start serves as the interim superintendent.

MOTION: Moved by Trustee Morris, supported by Trustee Greschak, to appoint Gary Start as interim Superintendent.

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

Trustee Harrison read the following resolution into the record:

Salary Adjustments for Senior Administrators During Interim Superintendent’s Service.

WHEREAS, on May 7, 2019, the Michigan State Board of Education voted to appoint Superintendent Dr. Michael F. Rice as Michigan’s next state superintendent;

WHEREAS, the Kalamazoo Public Schools Board of Education has elected to appoint Deputy Superintendent Gary L. Start as the interim superintendent to serve from the date of current Superintendent Dr. Michael F. Rice’s departure from Kalamazoo Public Schools until a permanent superintendent is named and seated;

WHEREAS, the Kalamazoo Public Schools Board of Education will not be hiring any other senior staff members during the time that the deputy superintendent serves as the interim superintendent, and the board recognizes that the appointment of the deputy superintendent as interim superintendent will create additional work for the deputy superintendent during the time he serves as interim superintendent and to a lesser extent, will create additional work for senior administrative staff;
NOW, THEREFORE:

IT IS RESOLVED, that the Board of Education hereby votes to increase the annual salaries of the following senior staff by five percent each annually (in addition to their regular 2019-20 pay), prorated for the time of the interim superintendency, during the time that Deputy Superintendent Gary Start serves as the interim superintendent: Assistant Superintendent for Teaching and Learning Services Cindy Green; Assistant Superintendent for Human Resources Sheila Dorsey-Smith; Director of Student Services Nkenge Bergan; and Director of Special Education Reuquiyah Saunders.

MOTION: Moved by Trustee Harrison, supported by Trustee Jackson and Trustee Moore, to increase the annual salary of senior staff during the interim superintendent’s service.

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

Board Discussion:
Trustee Greschak stated that the interim period would increase the workload for senior staff and this salary adjustment would give senior staff an increase during this time.

President Sholler-Barber stated her appreciation for the senior staff in supporting the interim superintendent.

President Sholler-Barber adjourned the meeting at 9:47 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, June 27, 2019 at 7:00 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
TO: Board of Trustees
FROM: Michael F. Rice, Ph.D., Superintendent
DATE: June 27, 2019
SUBJECT: Approval of the Attached Purchase Recommendations

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

RATIONALE: In general, purchases greater than $24,459 for materials, supplies, equipment, building construction, renovation, or repair are brought before the board for approval.

The attached purchase recommendation data sheets include all purchases that require approval at this time. Aspects of the purchases that are considered significant to the decision-making process are outlined on the data sheets.
Item: Soft Surfacing for Playgrounds at 18 Schools

Cost Center: Facilities Management

Cost Center Representative(s) Attending Board Meeting: Karen Jackson

Description of Need:
This purchase recommendation is for 2,250 cubic yards of certified playground mulch to be installed at 17 elementary schools plus the South Westnedge School. The existing mulch on the playgrounds requires replenishing and resurfacing.

Vendor: Superior Groundcover
Grand Rapids, MI

Number of Proposals Requested: 3  Received: 2

Low Bid Accepted: Yes
Item: Security Equipment for Secure Vestibules at Eight Buildings

Cost Center: 2018 Bond

Cost Center Representative(s) Attending Board Meeting: Karen Jackson

Description of Need:
This purchase recommendation is for the removal and reinstallation of existing equipment due to construction of the secure vestibules at El Sol Elementary, Hillside Middle School, Lincoln International Studies School, Milwood Magnet School: A Center for Math, Science & Technology, Northglade Montessori School, Prairie Ridge Elementary School, Spring Valley Elementary School and Woods Lake Elementary: A Magnet Center for the Arts. It also includes the installation of additional card readers, control panels, and release buttons.

Vendor: Engineered Protection Systems, Inc.
Kalamazoo, MI

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

Low Bid Accepted? N/A

Additional Information:
The 2018 bond includes a district-wide budget for security equipment. This purchase is within the overall parameters of the budget.

Engineered Protection Systems, Inc. is the district’s security provider that installs, maintains, monitors and services all of our existing security equipment.
Item: One (1) 2020 71 Passenger Electric School Bus

Cost Center: MDEQ Volkswagen State Mitigation Trust - $244,440.00
              2018 Bond - $104,760.00

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

Description of Need:
In March 2018, Kalamazoo Public Schools was invited by the Michigan Association for Pupil Transportation (MAPT) to join an electric school bus pilot project with other Michigan school districts. The Michigan Department of Environmental Quality had announced that $12,961,400 would be available for replacement of 2009 and older diesel school buses from the Volkswagen State Mitigation Trust with $3,000,000 of the total earmarked for electric school buses.

The goals of the electric school bus pilot project are to develop an electric school bus operation model, electric school bus specification standards, electric school bus operating standards, electric school bus maintenance standards, and an electric school bus cost model.

The pilot project team members held meetings throughout 2018 and 2019. This included meetings with electric school bus manufacturers, electric charging station representatives, energy company representatives, and the MDEQ Volkswagen fund administrator. Team members attended many educational events with industry and government experts.

It was determined through the grant process that Kalamazoo had one bus that would qualify for replacement under the grant requirements. Kalamazoo was awarded grant funding along with six other districts. The seven districts would replace a total of 17 buses under the terms of the grant. The total grant funding was ultimately increased to a total of approximately $4,000,000. These 17 buses would be the first electric school buses to be operated in the State of Michigan.

Participating school districts will report biannually to the DEQ on the status of the project and will also complete usage surveys and questionnaires for up to five years following the award. Zeeland Public Schools is the fiscal agent for this project. The data compiled will assist with the future introduction of electric schools buses in the state.

Vendor: The Lion Electric Company
         Saint-Jerome, Canada

Number of Proposals Requested: 3       Received: 3

Low Bid Accepted: Yes

Additional Information:
In the last three years, Lion Electric Company has commercialized over 200 electric school buses in North America that have been driven over 2 million miles. Many of these buses have successfully operated in climates similar to Michigan.
Item: Elementary Building Consumable Materials

Cost Center: Teaching and Learning Services

Cost Center Representative(s) Attending Board Meeting: Cindy Green

Description of Need:
In 2017 and 2018, the Board of Education approved the replacement of the district’s K-5 math materials. This recommendation is for the annual printing of the K-5 Eureka Math materials currently used in all 17 elementary schools.

Vendor: Office Depot/Office Max
17335 Haggerty
Northville, MI 48168

Number of Proposals Requested: 1 Received: 1

Low Bid Accepted: N/A
Office Depot/Office Max has a proprietary agreement with Great Minds for the printing of Eureka Math materials.

Additional Information:
The consumable items are needed as part of the curriculum recently adopted over the last two years.
**Item:**  Elementary Building Consumable Materials

**Cost Center:**  Teaching and Learning Services

**Cost Center Representative(s) Attending Board Meeting:**  Cindy Green

**Description of Need:**
*Handwriting Without Tears* is the K-5 penmanship program designed to promote automaticity with letter formation and recognition. Consumable materials allow for extended practice and support the writing curriculum.

**Vendor:**  Learning Without Tears  
Gaithersburg, MD

**Number of Proposals Requested:**  1  
**Received:**  1

**Low Bid Accepted:**  N/A

**Additional Information:**
Consumable materials are an integral part of our curriculum and are only available through this vendor.
TO: Board of Trustees
FROM: Michael F. Rice, Ph.D., Superintendent
DATE: June 27, 2019
SUBJECT: Personnel Changes

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

I. Employment
   A. Professional/Management
      Jessica K. Cooper, Art Teacher, Spring Valley Center for Exploration, August 2019
      Katelyn Glover, 5th Grade Teacher, Edison Environmental Science Academy, August 2019
      Miriah J. Martinez, Teacher – grade to be determined, Spring Valley Center for Exploration, August 2019
      Madelyn J. Panganis, 2nd Grade Teacher, Woods Lake Elementary: A Magnet Center for the Arts, August 2019
      Jennifer E. Spencer, Special Education Teacher, Linden Grove Middle School, August 2019
      Stacey L. Taplin, Math Teacher, Middle School Alternative Learning Program, August 2019
      Adrienne L. Wilson, Social Studies Teacher, Milwood Magnet School: A Center for Math, Science and Technology, August 2019

   B. Classified

II. Promotions/Key Transfers
   A. Professional/Management

   B. Classified

III. Leaves of Absence
   A. Professional/Management

   B. Classified

IV. Terminations
   A. Professional/Management
      Ryan C. King, Spanish Teacher, Loy Norrix High School, 6/14/2019 Resigned
      Noah C. Krzan, Math Teacher, Hillside Middle School, 6/14/2019 Resigned
      Lyndsy R. Rhoades, 3rd Grade Teacher, Spring Valley Center for Exploration, 6/14/2019 Resigned (making a career change)

   B. Classified
V. Termination from Leave of Absence
   A. Professional/Management
   
   B. Classified

VI. Return from Leave of Absence
   A. Professional/Management
   
   B. Classified
KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees

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

DATE: June 27, 2019

SUBJECT: Approval of Employee Association Contractual Agreements

RECOMMENDATION: It is recommended that the Board of Trustees approve one-year (2019-2020) contractual agreements between Kalamazoo Public Schools (KPS) and the following employee associations:

- Food Service Managers Collective Bargaining Unit
- Home School Support Specialists/Home School Interventionists
- Service Employees International Union Local 586 (custodians)
- UAW Local 2150 Administrators (Units I and II)

RATIONALE: The members of all of these employee groups provide very important services to our students, families, and school personnel.

These agreements have been ratified by the various memberships and are within the budget parameters of the Board of Trustees.
TO:        Board of Trustees
FROM:     Michael F. Rice, Ph.D., Superintendent
DATE:     June 27, 2019
SUBJECT: Administrative Appointment

RECOMMENDATION: It is recommended that the board appoint Mr. Dwight Quinn, Jr. to the position of principal at Dr. Martin Luther King, Jr. in Westwood Elementary School.

RATIONALE: This recommendation completes a thorough process used to select a candidate for this position. The job was posted internally and externally, and all qualified candidates were considered.

Interviews were conducted by teams consisting of Assistant Superintendent of Human Resources Sheila Dorsey-Smith; Assistant Superintendent of Teaching and Learning Services Cindy Green; Director of Elementary Education Judith D’Arcangelis; Director of Student Services Nkenge Bergan; English Language Arts, Social Studies, and Library Services Coordinator Angela Justice; King Westwood teachers Sandra Delorey, Jerry Miller, Patrick Kean and Pam McKenzie; King Westwood secretaries Michelle Mercer and Jennifer Diget; and King Westwood parents Lakisha McMillon-Palm, Charonda Westley, and Melissa Lehman.

Mr. Quinn earned a Bachelor of Science degree in elementary education with group minors in math, science, and physical education and a master’s degree in educational leadership from Western Michigan University.

Mr. Quinn is currently the dean of students with Timberland Charter Academy in Muskegon, Michigan, a position he has held for two years. Prior to assuming this position, he was principal of the Ellington Academy of Arts and Technology in Grand Rapids, Michigan for two years before the school closed. Mr. Quinn began his administrative career as an assistant principal at Ellis and Woodview Elementary Schools in Belding, Michigan, where he worked for two years.

Mr. Quinn began his career in Kalamazoo Public Schools, where he taught second grade at Washington Writers’ Academy for six years. During his time as a teacher at Washington, he was actively involved in school activities. Mr. Quinn taught summer school each summer. In addition, he was the instructional lead teacher for the 21st century after-school program, the second grade grade-level facilitator, and the social studies lead teacher. Mr. Quinn represented Washington teachers on the superintendent’s Teacher Advisory Council, served on the Washington School Improvement Team, and Magnet School Grant Writing Committee.
KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees

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

DATE: June 27, 2019

SUBJECT: Administrative Appointment

RECOMMENDATION: It is recommended that the board appoint Ms. ReQwal Duckworth to the position of principal at Northglade Montessori Magnet School.

RATIONALE: This recommendation completes a thorough process used to select a candidate for this position. The job was posted internally and externally, and all qualified candidates were considered.

Interviews were conducted by teams consisting of Assistant Superintendent of Human Resources Sheila Dorsey-Smith; Assistant Superintendent of Teaching and Learning Services Cindy Green; Director of Elementary Education Judith D'Arcangelis; Director of Student Services Nkenge Bergan; Director of Curriculum and Instruction Dr. Terina Harvey; Northglade teachers Bethany Conley, Donna Partin, Raffeal McGee, Amy Callahan, and Christine Folck; Northglade secretary Elizabeth Riley-Spreitzer; and parents Jessie Bierlein, Sarah Davis, Sherrie Fuller, and Marnee Michalski.

Ms. Duckworth earned a Bachelor of Science in elementary education from Western Michigan University and a Master of Arts in Montessori Education from The College of Saint Catherine's in St. Paul, Minnesota.

Ms. Duckworth has worked in Kalamazoo Public Schools at Northglade for 18 years: three years as a 4th and 5th grade teacher at Northglade Elementary School and the last 15 years as a teacher of upper elementary students at Northglade Montessori.

Ms. Duckworth has been active as a teacher leader at Northglade and in KPS. Some of her activities include being a mentor teacher to probationary teachers, serving as a member of the school improvement team, and working on the curriculum alignment team that aligned MDE curriculum standards to Montessori outcomes. In addition, Ms. Duckworth has taught after-school and summer school programs and served as a culturally responsive education facilitator.

Ms. Duckworth is a certified teacher and also holds credentials from the American Montessori Society in Elementary I and Elementary II instruction. In addition, she is certified in Reading Recovery.